

BEYOND CHALLENGES, TOWARDS PROGRESS

Melampaui Tantangan, Meraih Kemajuan



Laporan Keberlanjutan
Sustainability Report

2025





BEYOND CHALLENGES, TOWARDS PROGRESS

Melampaui Tantangan, Meraih Kemajuan

Tahun 2025 menandai perjalanan penting bagi Tripatra dalam membangun kapasitas dan ketahanan organisasi untuk menciptakan dampak jangka panjang. Di tengah berbagai dinamika bisnis dan operasional, Tripatra tetap melanjutkan langkah strategis melalui pendirian PT Tripatra Bioenergi Angkasa, yang berfokus pada persiapan pengembangan Sustainable Aviation Fuel (SAF). Di sisi lain, Tripatra turut memperkuat kinerja Unit Bisnis Asset Solution dan Unit Bisnis Engineering & Construction melalui optimalisasi layanan dan efisiensi operasional dan peningkatan kehati-hatian dalam pelaksanaan proyek.

Berbagai dinamika yang dihadapi sepanjang tahun 2025 memberikan pembelajaran penting bagi Tripatra. Pengalaman tersebut mendorong Perusahaan untuk memperkuat tata kelola, meningkatkan disiplin pengelolaan risiko, memperkuat budaya keselamatan, serta mempercepat pengembangan kapabilitas yang dibutuhkan untuk menghadapi tantangan masa depan.

Melalui tema ini, Tripatra menegaskan bahwa setiap langkah, pembelajaran, dan investasi yang dilakukan hari ini merupakan bagian dari upaya membangun fondasi yang lebih kuat untuk menciptakan nilai dan dampak yang berkelanjutan bagi pelanggan, masyarakat, dan seluruh pemangku kepentingan.

The year 2025 marked an important milestone in Tripatra's journey to strengthen its organizational capabilities and resilience in creating long-term value and impact. Amid various business and operational challenges, Tripatra continued to pursue strategic initiatives through the establishment of PT Tripatra Bioenergi Angkasa, which focuses on preparing for the development of Sustainable Aviation Fuel (SAF). At the same time, Tripatra also strengthened the performance of its Asset Solution and Engineering & Construction Business Units through service optimization, operational efficiency improvements, and enhanced prudence in project execution.

The challenges and experiences encountered throughout 2025 provided valuable lessons for Tripatra. These lessons reinforced the Company's commitment to strengthening governance, enhancing risk management discipline, fostering a stronger safety culture, and accelerating the development of capabilities needed to address future challenges.

Through this theme, Tripatra affirms that every step taken, every lesson learned, and every investment made today contributes to building a stronger foundation for creating sustainable value and lasting impact for customers, communities, and all stakeholders.

Kesinambungan Tema Theme Continuity



2024

**Membentuk Masa Depan dengan
Solusi Energi Berkelanjutan**

Shaping the Future with
Sustainable Energy Solaution



2023

Charting the Green Path



2022

**Membangun Masa Depan Lebih Baik
melalui Solusi dan Transformasi
Berkelanjutan**

Creating a Better Future through
Sustainable Solutions and Transformation

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SAMBUTAN DIREKSI

Message from the Board of Directors

Pemangku kepentingan yang kami hormati,

Dengan bangga kami menyampaikan Laporan Keberlanjutan Tripatra untuk periode 1 Januari hingga 31 Desember 2025. Laporan ini merupakan wujud komitmen kami dalam menyampaikan kinerja, pencapaian, serta tantangan keberlanjutan secara transparan kepada seluruh pemangku kepentingan.

Keberlanjutan sebagai Bagian dari Bisnis

Di tengah dinamika industri energi yang terus berkembang, kami meyakini bahwa keberlanjutan bukan lagi sekadar tanggung jawab perusahaan, melainkan fondasi penting untuk menciptakan nilai jangka panjang, memperkuat ketahanan bisnis, dan menjaga relevansi perusahaan di masa depan. Bagi Tripatra, keberlanjutan telah menjadi bagian yang terintegrasi dalam strategi dan operasional perusahaan, sejalan dengan visi kami untuk menghadirkan solusi berkelanjutan yang mentransformasi energi dan mempercepat hilirisasi.

Sejak menetapkan Kerangka ESG pada tahun 2022, Tripatra secara konsisten mengintegrasikan empat pilar utama ESG; **Our Energy, Our Footprint, Our People, dan Our Governance**, ke dalam proses pengambilan keputusan serta pelaksanaan kegiatan usaha. Integrasi ini diwujudkan melalui penguatan tata kelola perusahaan, pengembangan solusi energi berkelanjutan, peningkatan kompetensi insan perusahaan, serta penerapan praktik bisnis yang bertanggung jawab di seluruh aktivitas operasional.

Sepanjang tahun 2025, kami terus memperkuat implementasi ESG melalui berbagai inisiatif yang mendorong peningkatan kesadaran, kapabilitas, dan akuntabilitas di seluruh organisasi. Upaya ini menjadi bagian dari komitmen kami untuk membangun budaya keberlanjutan yang kuat dan memastikan bahwa prinsip-prinsip ESG dapat diterapkan secara konsisten di setiap level perusahaan.

Distinguished Stakeholders,

We are pleased to present Tripatra's Sustainability Report for the period of January 1 to December 31, 2025. This report reflects our commitment to transparently communicating our sustainability performance, achievements, and challenges to all stakeholders.

Sustainability as Part of Business

Amid the evolving dynamics of the energy industry, we believe that sustainability is no longer merely a corporate responsibility, it is a fundamental pillar for creating long-term value, strengthening business resilience, and maintaining relevance in the future. At Tripatra, sustainability has become an integral part of our corporate strategy and operations, in line with our vision to engineer sustainable solutions that transform energy and accelerate downstream development.

Since establishing our ESG Framework in 2022, we have consistently integrated our four ESG pillars; **Our Energy, Our Footprint, Our People, and Our Governance** into our decision-making processes and business activities. This integration is reflected in our efforts to strengthen corporate governance, develop sustainable energy solutions, enhance workforce capabilities, and implement responsible business practices across all areas of operation.

Throughout 2025, we continued to advance our ESG implementation through various initiatives aimed at enhancing awareness, capability, and accountability across the organization. These efforts form part of our commitment to fostering a strong sustainability culture and ensuring that ESG principles are consistently embedded at every level of the company.



Kami memandang keberlanjutan sebagai fondasi penting dalam menjaga ketahanan sekaligus relevansi bisnis dalam jangka panjang. Bagi Tripatra, keberlanjutan tidak lagi hanya sekadar kepatuhan, melainkan telah menjadi bagian yang terintegrasi dalam arah strategis perusahaan.

We view sustainability as a vital cornerstone in ensuring long-term business resilience and relevance. At Tripatra, sustainability has evolved beyond mere compliance; it has become an essential element of our organizational strategy.

**RAYMOND NALDI
RASFULDI**

Direktur Utama & CEO
President Director & CEO



Peluang dan Tantangan

Penerapan keberlanjutan juga membuka berbagai peluang sekaligus tantangan yang perlu dikelola secara seimbang dan strategis. Sebagai perusahaan yang bergerak di bidang energi dan jasa rekayasa, Tripatra melihat peluang yang semakin besar untuk berkontribusi dalam pengembangan solusi energi rendah karbon, optimalisasi aset energi, serta percepatan pengembangan bioenergi dan bahan bakar berkelanjutan guna mendukung agenda transisi energi nasional.

Di sisi lain, kami menyadari bahwa perjalanan menuju keberlanjutan tidak terlepas dari berbagai tantangan, termasuk dinamika regulasi, perkembangan teknologi, kebutuhan investasi, serta meningkatnya ekspektasi para pemangku kepentingan. Namun demikian, kami memandang tantangan tersebut sebagai peluang untuk terus berinovasi, memperkuat daya saing, dan menciptakan nilai yang berkelanjutan bagi seluruh pemangku kepentingan.

Melalui pengelolaan peluang dan tantangan secara cermat, kami berkomitmen memastikan bahwa keberlanjutan tidak hanya menjadi bentuk pemenuhan komitmen, tetapi juga menjadi pendorong utama ketahanan bisnis dan penciptaan nilai jangka panjang.

Ikhtisar Kinerja

Sepanjang tahun 2025, Tripatra mencatatkan berbagai pencapaian yang memperkuat komitmen perusahaan dalam menciptakan nilai berkelanjutan sekaligus mendukung agenda transisi energi nasional.

Salah satu pencapaian penting pada tahun pelaporan adalah pendirian PT Tripatra Bioenergi Angkasa (TBA) pada September 2025. Pembentukan entitas ini merupakan langkah strategis perusahaan dalam memperluas peran di sektor bioenergi dan memperkuat kontribusi terhadap pengembangan ekonomi sirkular serta ekosistem energi berkelanjutan di Indonesia. Inisiatif ini mencerminkan komitmen kami untuk terus mengembangkan solusi yang mendukung dekarbonisasi dan transisi menuju masa depan energi yang lebih berkelanjutan.

Opportunities and Challenges

The adoption of sustainability principles also presents both opportunities and challenges that must be managed strategically and responsibly. As a company operating in the energy and engineering sectors, Tripatra sees growing opportunities to contribute to the development of low-carbon energy solutions, asset optimization, and the advancement of bioenergy and sustainable fuels to support Indonesia's energy transition agenda.

At the same time, we recognize that the journey toward sustainability is accompanied by various challenges, including evolving regulations, technological developments, investment requirements, and increasing stakeholder expectations. Nevertheless, we view these challenges as opportunities to innovate, strengthen our competitiveness, and create sustainable value for all stakeholders.

Through careful management of these opportunities and challenges, we remain committed to ensuring that sustainability not only becomes an obligation but rather becomes the key element behind our business resilience and long-term value creation.

Performance Highlights

Throughout 2025, Tripatra achieved a number of important milestones that strengthened the Company's commitment to creating sustainable value while supporting Indonesia's energy transition agenda.

One of the key achievements during the reporting year was the establishment of PT Tripatra Bioenergi Angkasa (TBA) in September 2025. The formation of this entity marked a strategic step in expanding our role in the bioenergy sector and strengthening our contribution to the development of Indonesia's circular economy and sustainable energy ecosystem. This initiative reflects our commitment to advancing solutions that support decarbonization and the transition toward a more sustainable energy future.

Pada aspek lingkungan, kami berhasil meningkatkan pemanfaatan energi terbarukan di area operasional hingga mencapai 25,5%, melampaui target tahunan sebesar 13,5%. Kami juga mencatat penurunan intensitas emisi gas rumah kaca (GRK) menjadi 0,41 kg CO₂e/*Manhour* atau turun sebesar 29,8% dibandingkan tahun sebelumnya. Pencapaian ini menunjukkan efektivitas berbagai upaya efisiensi energi dan pengelolaan lingkungan yang telah kami terapkan dalam mendukung operasional yang lebih bertanggung jawab dan rendah emisi.

Pada aspek sosial, kami sangat menyesalkan terjadinya satu insiden kecelakaan kerja fatal yang melibatkan tenaga kerja kontraktor pada tahun 2025. Kejadian ini menjadi pengingat penting bahwa keselamatan harus senantiasa menjadi prioritas utama dalam setiap aktivitas operasional. Menanggapi kejadian tersebut, kami segera melakukan investigasi menyeluruh dan menerapkan berbagai langkah perbaikan untuk memperkuat sistem keselamatan dan kesehatan kerja di seluruh area operasional. Pembelajaran dari kejadian ini semakin memperkuat komitmen kami untuk menciptakan lingkungan kerja yang aman, sehat, dan berkelanjutan bagi seluruh pekerja dan mitra kerja.

Bertanggung Jawab secara Sosial

Di samping fokus pada kinerja bisnis dan operasional, kami terus berupaya memberikan kontribusi positif bagi masyarakat melalui berbagai program di bidang kesehatan, pendidikan, pengembangan talenta muda, dan pelestarian lingkungan.

Sepanjang tahun 2025, kami kembali melaksanakan Program Tripatra Cegah Stunting sebagai bentuk dukungan terhadap peningkatan kualitas kesehatan ibu dan anak. Kami juga melanjutkan Program Tripatra Cerdaskan Anak Bangsa melalui pemberian beasiswa bagi pelajar berprestasi, termasuk siswa yang menempuh pendidikan di bidang *Science, Technology, Engineering, and Mathematics* (STEM).

Dalam mendukung pengembangan generasi penerus industri, kami kembali menyelenggarakan program Engineering for Teenagers untuk memperkenalkan dunia rekayasa dan meningkatkan minat generasi muda terhadap profesi di bidang *engineering*. Selain itu, kami terus mendorong pengelolaan lingkungan yang bertanggung jawab melalui berbagai inisiatif pengurangan dan daur ulang limbah yang melibatkan partisipasi aktif insan perusahaan.

On the environmental front, we increased the utilization of renewable energy across our operational areas to 25.5%, significantly exceeding our annual target of 13.5%. We also reduced our greenhouse gas (GHG) emissions intensity to 0.41 kg CO₂e per manhour, representing a 29.8% decrease compared to the previous year. These achievements demonstrate the effectiveness of our energy efficiency initiatives and environmental management efforts in supporting more responsible and lower-emission operations.

On the social aspect, we regret the occurrence of a fatal incident involving a contractor worker during 2025. This tragic event serves as an important reminder that safety must remain our highest priority in every operational activity. In response, we immediately conducted a comprehensive investigation and implemented corrective measures to strengthen occupational health and safety practices across our operations. The lessons learned from this incident have further reinforced our commitment to providing a safe, healthy, and sustainable working environment for all employees and business partners.

Being Socially Responsible

Alongside our focus on business and operational performance, we remain committed to creating positive impacts for society through various initiatives in health, education, youth development, and environmental stewardship.

Throughout 2025, we continued the Tripatra Cegah Stunting Program as part of our efforts to support maternal and child health improvement. We also sustained the Tripatra Cerdaskan Anak Bangsa Scholarship Program, providing educational opportunities for outstanding students, including those pursuing studies in Science, Technology, Engineering, and Mathematics (STEM) fields.

To help nurture future engineering talent, we once again organized the Engineering for Teenagers program, introducing young students to the engineering profession and encouraging greater interest in engineering-related careers. In addition, we continued to promote responsible environmental practices through various waste reduction and recycling initiatives that actively engaged our employees.

Berbagai program tersebut merupakan bagian dari komitmen Tripatra untuk menciptakan dampak positif yang berkelanjutan bagi masyarakat sekaligus mendukung pembangunan yang inklusif dan berkelanjutan.

Langkah Selanjutnya

Ke depan, Tripatra akan terus memperkuat perannya dalam mendukung transisi energi melalui pengembangan solusi energi berkelanjutan, peningkatan kinerja lingkungan, serta penerapan praktik bisnis yang bertanggung jawab.

Kami meyakini bahwa keberhasilan jangka panjang hanya dapat dicapai melalui keseimbangan antara pertumbuhan bisnis, pelestarian lingkungan, dan penciptaan nilai sosial. Oleh karena itu, kami akan terus memperkuat integrasi prinsip keberlanjutan ke dalam strategi dan operasional perusahaan untuk menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan.

Penutup

Atas nama Direksi, kami menyampaikan apresiasi yang sebesar-besarnya kepada seluruh karyawan atas dedikasi dan kontribusinya dalam mendorong pencapaian kinerja perusahaan.

Kami juga mengucapkan terima kasih kepada para pemegang saham, induk perusahaan, klien, pemerintah, dan masyarakat atas kepercayaan serta dukungan yang terus diberikan.

These programs reflect Tripatra's commitment to creating sustainable positive impacts for communities while supporting inclusive and sustainable development.

Path Forward

Moving forward, Tripatra will continue to strengthen its role in supporting the energy transition through the development of sustainable energy solutions, enhanced environmental performance, and the implementation of responsible business practices.

We believe that long-term success can only be achieved through a balanced approach that integrates business growth, environmental stewardship, and social value creation. Therefore, we will continue to embed sustainability principles into our corporate strategy and operations to create long-term value for all stakeholders.

Closing

On behalf of the Board of Directors, I would like to extend our deepest gratitude to all our employees for their unwavering dedication and contributions in driving the Company's performance.

We would like to thank our shareholders, parent company, clients, the government, and the community for their continued trust and support.

Atas nama Direksi,
On behalf of the Board of Directors,

RAYMOND NALDI RASFULDI

Direktur Utama & CEO
President Director & CEO



IKHTISAR KEBERLANJUTAN

Sustainability Performance Overview

KINERJA EKONOMI

Economic Performance



DESKRIPSI DESCRIPTION	2025	2024	2023
Pendapatan bersih (juta Rupiah) Net Revenue (million Rupiah)	4.074.235,47	4.058.144,69	3.524.806,44
Pendapatan dari Proyek Hijau (juta Rupiah) Green Projects Revenue (million Rupiah)	749.371	454.178 (18% dari total pendapatan) (18% of total revenue)	3.101
Nilai pengadaan lokal (dalam juta USD) Local procurement value (USD million)	106,02	180,61 (90% dari total pembelian) (90% of total procurement)	28,58
Jumlah pemasok lokal (entitas) Total local supplier (entity)	659	505	281

25



Jumlah proyek aktif
Total active projects

1



Jumlah proyek commissioned
Number of commissioned projects

4



Jumlah proyek backlog terkait non-hidrokarbon
Number of non-hydrocarbon related backlog project

4



Jumlah proyek backlog terkait hidrokarbon
Number of hydrocarbon-related backlog projects

KINERJA LINGKUNGAN

Environmental Performance



Energi Energy

DESKRIPSI DESCRIPTION	2025	2024	2023
Total konsumsi energi (MJ) Total energy consumption (MJ)	82.991.499,95	34.285.287	368.681.330
Konsumsi energi terbarukan (MJ) Renewable energy consumption (MJ)	526.914,44	677.040	452.607
Intensitas energi (MJ/juta Rupiah) Energy intensity (MJ/million Rupiah)	20,37	8,45	104,60
Intensitas energi (MJ/Manhour) Energy intensity (MJ/Manhour)	7,04	5,88	20,03

Emisi Emission

DESKRIPSI DESCRIPTION	2025	2024	2023
Total emisi GRK (Ton CO ₂ e) Total GHG emission (Ton CO ₂ e)	4.881,34	3.895,55	22.010
Intensitas emisi GRK (Ton CO ₂ e/Manhour) GHG emission intensity (Ton CO ₂ e/Manhour)	0,00041	0,00067	0,00120
Intensitas emisi GRK (Ton CO ₂ e/juta Rupiah) GHG emission intensity (Ton CO ₂ e/million Rupiah)	0,00120	0,00096	0,00624

Limbah Waste

DESKRIPSI DESCRIPTION		2025	2024	2023
Limbah B3 Hazardous waste	Dikelola oleh pihak ketiga (Ton) Managed by third parties (Ton)	99	56,51	534
Limbah non B3 Non-hazardous waste	Daur ulang (Ton) Recycled (Ton)	9,35	2,11	168
	Diolah menjadi kompos (Ton) Processed into compost (Ton)	1,55	0,17	527
	Landfill (Ton)	207,19	94,77	2.933

KINERJA SOSIAL Social Performance



Karyawan Employee

	Jumlah karyawan Total employees	2025 1.215	2024 1.238	2023 979
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	20% Perempuan dalam Dewan Komisaris Female Commissioners		17% Perempuan dalam Direksi Female Directors		19,1% Karyawan perempuan Female employees
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Kesehatan dan Keselamatan Kerja

Occupational Health and Safety

	2025	2024	2023
Jumlah jam kerja karyawan (Manhours) Total employee working hours (Manhours)	2.878.952	2.078.396	3.618.496
Jumlah jam kerja kontraktor (Manhours) Total contractor working hours (Manhours)	10.187.643	3.750.819	15.072.833

Tanggung Jawab Sosial

Social Responsibility

Deskripsi Description	2025
 Kemitraan dengan Bank Sampah Partnership with Waste Bank	7,5 Ton Jumlah sampah yang berhasil didaur ulang oleh Bank Sampah mitra Amount of waste recycled by partner Waste Bank
 Engineering for Teenagers	50 Orang/People Siswa SMP yang berpartisipasi dalam program Engineering for Teenagers 2025 Junior High School students who participated in the 2025 Engineering for Teenagers program
 Beasiswa Cerdaskan Anak Bangsa Cerdaskan Anak Bangsa Scholarship	135 Orang/People Anak karyawan penerima manfaat beasiswa jenjang Sekolah Dasar Children of employees who received elementary school level scholarships
 Tripatra Cegah Stunting Tripatra Stunting Prevention Program	130 Orang/People Calon ibu, ibu, dan anak-anak penerima manfaat Expectant mothers, mothers, and children benefiting from the program



01

Tentang Tripatra

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01

TENTANG TRIPATRA —

About Tripatra

**PENYEDIA SOLUSI
REKAYASA TERINTEGRASI
BERKELANJUTAN**

Dengan pengalaman dan rekam jejak lebih dari 50 tahun, Tripatra terus berkembang sebagai penyedia solusi rekayasa terintegrasi yang mendukung berbagai sektor energi dan industri di Indonesia. Didukung kapabilitas multidisiplin yang komprehensif, adaptif, dan berbasis teknologi terkini, Tripatra berkomitmen menghadirkan solusi berkualitas serta menciptakan nilai tambah yang berkelanjutan bagi para klien.

Di tengah perkembangan industri dan transisi energi global, Tripatra terus memperkuat perannya melalui pengembangan solusi yang berorientasi pada keberlanjutan dan kolaborasi. Pendekatan ini memperkuat posisi Tripatra sebagai mitra strategis yang mendukung penciptaan nilai pada setiap tahapan siklus proyek.

**INTEGRATED SUSTAINABLE
ENGINEERING
SOLUTIONS PROVIDER**

With more than 50 years of experience and a proven track record, Tripatra continues to grow as an integrated engineering solutions provider supporting various energy and industrial sectors in Indonesia. Backed by comprehensive, adaptive, and technology-driven multidisciplinary capabilities, Tripatra is committed to delivering high-quality solutions while creating sustainable value for its clients.

Amid industry developments and the global energy transition, Tripatra continues to strengthen its role through the development of sustainability and collaboration oriented solutions. This approach reinforces Tripatra's position as a strategic partner that supports value creation throughout every stage of the project lifecycle.



Visi, Misi, dan Tata Nilai [OJK C.1.]

Vision, Mission And Value



VISI

VISION

Membangun solusi berkelanjutan untuk transformasi energi dan percepatan hilirisasi

To engineer sustainable solutions that transform energy and accelerate downstream

1. Solusi Berkelanjutan

Sustainable Solutions

Menghadirkan solusi rekayasa terintegrasi yang menjawab berbagai tantangan serta menciptakan dampak berkelanjutan bagi lingkungan, masyarakat, Indonesia, dan Tripatra.

Integrated engineering solutions that solve challenges and deliver sustainable impact to the environment, the people, Indonesia, and Tripatra.

2. Transformasi Energi

Transform Energy

Mendorong penerapan efisiensi energi dan transisi menuju energi terbarukan guna mendukung pengurangan emisi karbon.

Practical application of energy efficiency and energy transition from fossil fuels to renewable energy to minimize carbon emission.

3. Percepatan Hilirisasi

Accelerate Downstream

Mendorong pengembangan hilirisasi pada sektor energi, pertanian, dan mineral guna meningkatkan nilai tambah sumber daya Indonesia.

Downstream development in fossil energy, agricultural, and mineral resource-based industries to maximize added value of Indonesia's resources.



MISI

MISSION

1. Mengembangkan dan memberdayakan Insan Tripatra untuk mencapai visi bersama
Develop and empower Insan Tripatra to strive for the shared vision
2. Menerapkan pendekatan manajemen risiko yang seimbang di seluruh rantai nilai perusahaan
Implement a balanced risk management approach across the entire value chain
3. Mengembangkan bisnis dan proposal secara selektif untuk mencapai tingkat keberhasilan yang tinggi
Develop business and proposal selectively to achieve high success rate
4. Menumbuhkan bisnis sektor hilir dan hijau
Grow downstream and green sector businesses
5. Menutupi sebagian besar biaya *overhead* dari keuntungan kontrak jangka panjang yang berisiko lebih rendah
Cover major portion of overhead costs from gross margin of longer-term contracts with lower risk
6. Mengembangkan peluang untuk menjadi operator dan investor aset industri
Develop industrial asset operatorship and investment opportunity
7. Memulai kemampuan komersialisasi R&D dengan mitra strategis dan akademisi
Initiate R&D commercialization capability with strategic partners and academics



Keberhasilan Tripatra tidak terlepas dari peran Insan Tripatra yang senantiasa menjunjung tinggi integritas, persatuan dalam keberagaman, kerja sama tim, prestasi, dan tanggung jawab sosial yang menjadi landasan tata nilai perusahaan.

Tripatra's success is inseparable from the role of its people, who consistently uphold integrity, unity in diversity, teamwork, excellence, and social responsibility as the foundation of the Company's core values.



ETHICAL

Menjunjung Tinggi Etika

Secara konsisten mematuhi peraturan dan kode etik yang berlaku dengan menjunjung tinggi keselamatan, tanggung jawab sosial, kepedulian terhadap lingkungan, serta sikap saling menghormati dan menghargai keberagaman.

Consistently comply with applicable regulations and the code of conduct by upholding safety, social responsibility, environmental stewardship, and mutual respect for others and diversity.

PROFESSIONAL

Profesional

Menunjukkan kompetensi, ketegasan, dan semangat kolaborasi dalam setiap pekerjaan untuk menghasilkan solusi berkualitas dan memberikan nilai terbaik bagi para pemangku kepentingan.

Demonstrate competence, assertiveness, and a spirit of collaboration in every job to produce quality solutions and provide the best value for stakeholders.

INNOVATIVE

Inovatif

Menjadi pembelajar yang mandiri dan terbuka terhadap gagasan baru untuk mendorong inovasi, menghasilkan solusi yang bernilai, serta menciptakan perbaikan yang berkelanjutan.

Be independent learners who are open to new ideas, driving innovation, creating value-added solutions, and fostering continuous improvement.

THRIVING IN CHALLENGE

Berkembang dalam Tantangan

Bersemangat dalam menghadapi tantangan, berorientasi pada hasil, serta mampu mengambil peluang untuk menciptakan nilai dan mendorong pertumbuhan berkelanjutan. Tripatra mengedepankan kepemimpinan yang terbuka dan mempertahankan ketajaman bisnis dalam setiap pengambilan keputusan.

Embrace challenges with enthusiasm, maintain a results-oriented mindset, and seize opportunities to create value and drive sustainable growth. Tripatra promotes open leadership and maintains strong business acumen in every decision-making process.

AGILE

Tangkas

Mampu beradaptasi dengan cepat, bersikap antisipatif, serta tangguh dalam menghadapi perubahan dan tantangan. Nilai ini mendorong Tripatra untuk terus berkembang dan memberikan solusi yang relevan di tengah dinamika bisnis yang terus berubah.

Adapt quickly, anticipate change, and remain resilient in overcoming challenges. This value enables Tripatra to continuously evolve and deliver relevant solutions in a dynamic business environment.

SOLUSI REKAYASA SESUAI KEBUTUHAN

Tripatra menyediakan berbagai layanan terintegrasi yang dirancang untuk memenuhi kebutuhan klien secara komprehensif. Untuk menghadirkan solusi komprehensif tersebut, Tripatra mengoperasikan tiga unit bisnis strategis utama: Engineering & Construction, Asset Solutions, dan Green Energy Development, yang masing-masing dirancang untuk menjawab tantangan industri masa kini secara spesifik

ENGINEERING AND CONSTRUCTION

Melalui unit bisnis Engineering & Construction (E&C), inti dari operasi Tripatra bertumpu pada keahlian teknik mendalam yang dimanfaatkan untuk menyempurnakan, membentuk, dan memitigasi risiko dalam setiap pelaksanaan proyek. Para insinyur Tripatra berkolaborasi erat dengan ahli konstruksi, *commissioning*, dan operasi untuk merancang desain yang mengutamakan kelayakan konstruksi (*constructability*), kemudahan pengoperasian, serta daya tahan jangka panjang guna memastikan terciptanya aset yang efisien dan berkelanjutan.

TAILORED ENGINEERING SOLUTIONS

Tripatra provides a wide range of integrated services designed to comprehensively meet clients' needs. To deliver these comprehensive solutions, Tripatra operates three core strategic business units: Engineering & Construction, Asset Solutions, and Green Energy Development, each specifically tailored to address today's industry challenges.

ENGINEERING AND CONSTRUCTION

Through our Engineering & Construction (E&C) business unit, the core of Tripatra's operations lies in engineering expertise, which is leveraged to refine, shape, and mitigate risks in every project execution. Tripatra's engineers collaborate closely with construction, commissioning, and operations specialists to develop designs that prioritize constructability, operational ease, and long-term durability, ensuring the creation of efficient and sustainable assets.



ASSET SOLUTIONS

Melalui unit bisnis Asset Solutions, Tripatra menghadirkan solusi keteknikan yang dirancang untuk meningkatkan keandalan operasional dan mengoptimalkan performa siklus hidup aset. Didukung oleh kapabilitas teknik yang kuat, teknologi mutakhir, serta pengalaman yang terbukti, Tripatra membantu memastikan performa aset yang berkelanjutan sekaligus menciptakan nilai tambah jangka panjang.

GREEN ENERGY DEVELOPMENT

Melalui unit bisnis Green Energy Development, Tripatra memperluas perannya tidak hanya sebagai penyedia layanan, tetapi juga sebagai investor, pengembang, dan pemilik aset proyek energi terbarukan (*Investment, Development & Ownership of Renewable Energy Project Assets*). Unit bisnis ini berfokus pada sektor masa depan yang berkelanjutan, termasuk *Sustainable Aviation Fuel (SAF)*, *Biomass-to-power*, *Bioethanol*, dan *Bio Propylene Glycol*. Dengan model pendapatan berbasis aset (*asset-based revenue*) yang berorientasi pada jangka panjang dan imbal hasil pasar (*market-driven returns*), Tripatra berkomitmen untuk memimpin transisi energi hijau sekaligus menciptakan pertumbuhan bisnis yang berkelanjutan.

ASSET SOLUTIONS

Through its Asset Solutions business unit, Tripatra delivers engineering solutions designed to enhance operational reliability and optimize asset lifecycle performance. Backed by strong engineering capabilities, advanced technology, and proven experience, Tripatra helps ensure sustainable asset performance while creating long-term value.

GREEN ENERGY DEVELOPMENT

Through the Green Energy Development business unit, Tripatra expands its role beyond service provision to encompass the investment, development, and ownership of renewable energy project assets. This unit is strategically focused on future-defining sustainable sectors, including Sustainable Aviation Fuel (SAF), Biomass-to-power, Bioethanol, and Bio Propylene Glycol. Powered by an asset-based revenue model focused on long-term lifespans and market-driven returns, Tripatra is committed to driving the green energy transition while securing long-term sustainable growth.

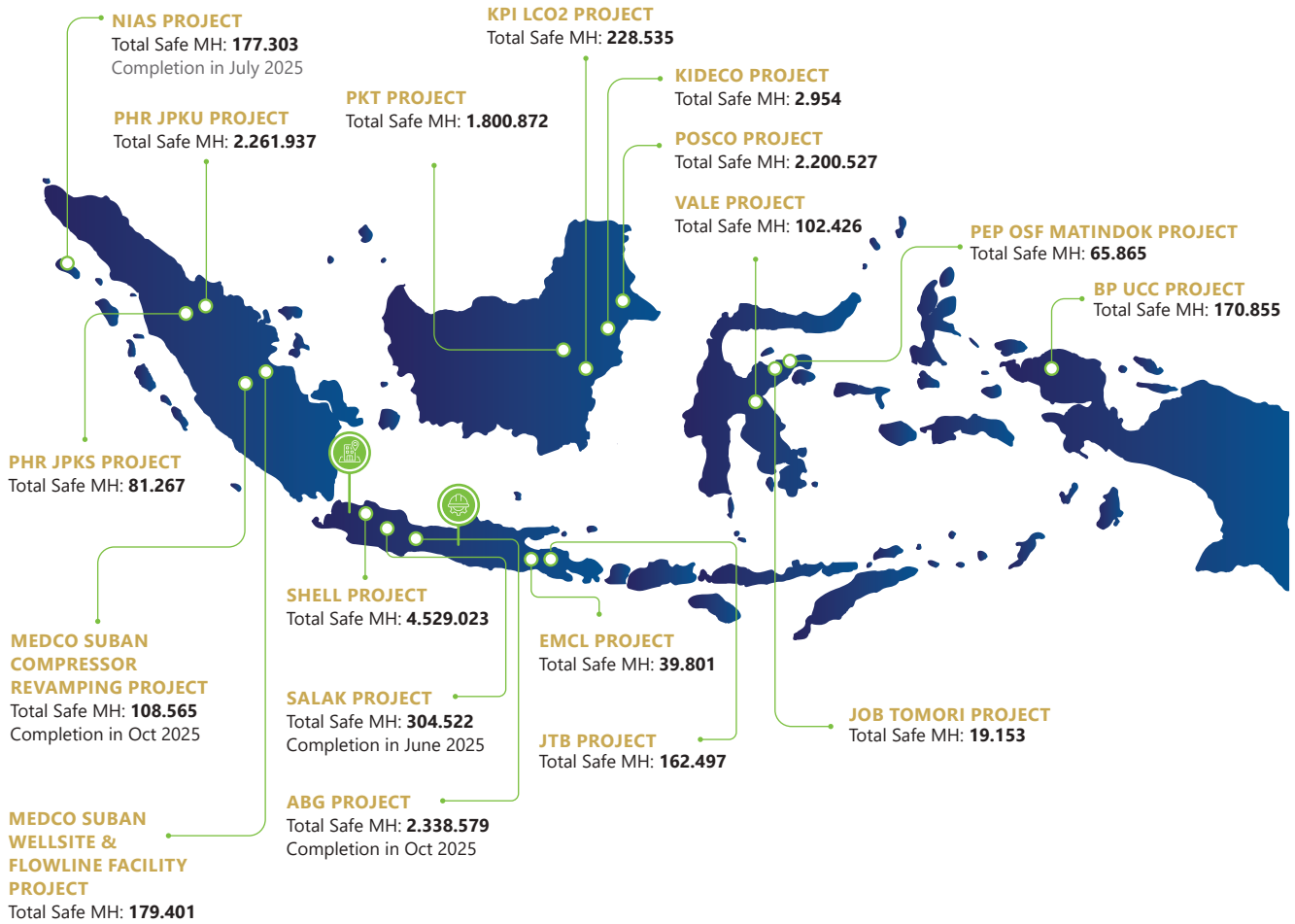
Profil

Profile

	Nama Perusahaan Company Name	Tripatra
	Tanggal Pendirian Date of Establishment	PT Tripatra Engineering : 10 Oktober 1973 PT Tripatra Engineers and Constructors : 26 Agustus 1988 PT Tripatra Bioenergi Angkasa : 4 September 2025
	Alamat Kantor Pusat [OJK C.2.] Head Office Address	INDY Bintaro Office Park, Sektor VII CBD, Bintaro Jaya Cbd, Jl. Boulevard Bintaro Jaya Blok B7/A6, Pd. Jaya, Kec. Pd. Aren, Kota Tangerang Selatan, Banten 15224 INDY Bintaro Office Park, Sektor VII CBD, Bintaro Jaya Cbd, Jl. Boulevard Bintaro Jaya Blok B7/A6, Pd. Jaya, Pd. Aren, South Tangerang, Banten 15224
	Alamat surat elektronik (e-mail) Email address	corporate.communication@tripatra.com
	Media Sosial: Social Media	 tripatra.id  TRIPATRA  Tripatra  TRIPATRA
	Kegiatan Usaha [OJK C.4.] Business Activities	Engineering and Construction, Asset Solutions, dan Green Energy Development, Procurement Solutions, Digital Solutions
	Negara Tempat Operasi Country of Operation	Indonesia
	Pasar yang dilayani Markets served	Pasar domestik Domestic market
	Sifat Kepemilikan dan Badan Hukum Ownership and Legal Entity	Perseroan Terbatas Limited Liability Company
	Modal Dasar: Authorized Capital	TPE: Rp5.540.000.000,- (lima miliar lima ratus empat puluh juta rupiah) IDR 5,540,000,000 (five billion five hundred and forty million rupiah) TPEC: Rp2.120.000.000.000, - (dua triliun seratus dua puluh miliar rupiah) IDR 2,120,000,000,000 (two trillion one hundred and twenty billion rupiah) TBA: RP300.000.000,- (tiga ratus juta rupiah) IDR 300,000,000 (three hundred million rupiah)
	Perubahan Signifikan Significant Changes [OJK C.6]	Pendirian PT Tripatra Bioenergi Angkasa (TBA) sebagai entitas baru dari PT Tripatra Engineering (TPE) dan PT Tripatra Multi Energi (TIME) - resmi didirikan pada 4 September 2025 - sebagai bagian upaya Tripatra untuk meningkatkan portofolio berkelanjutan, khususnya di sektor bioenergi dan produk turunan berbasis hasil perkebunan. The establishment of PT Tripatra Bioenergi Angkasa (TBA), a new entity jointly formed by PT Tripatra Engineering (TPE) and PT Tripatra Multi Energi (TIME), was officially completed on 4 September 2025. This strategic initiative reflects Tripatra's commitment to expanding its sustainable business portfolio, particularly in the bioenergy sector and agriculture-based downstream products.

Wilayah Operasional Dan Lokasi Proyek

Operational Area And Project Location



Kantor Pusat
Head Office
Tangerang Selatan, Banten
South Tangerang, Banten

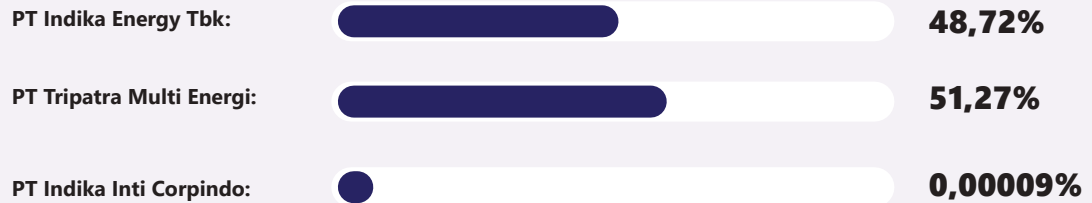


Yogyakarta Engineering Center
Yogyakarta, DIY

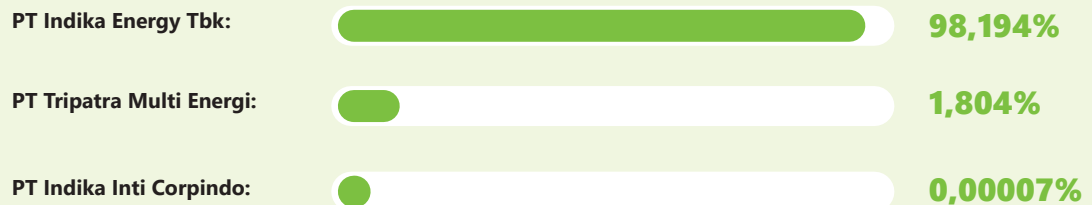
Komposisi Kepemilikan Saham

Shareholding Composition

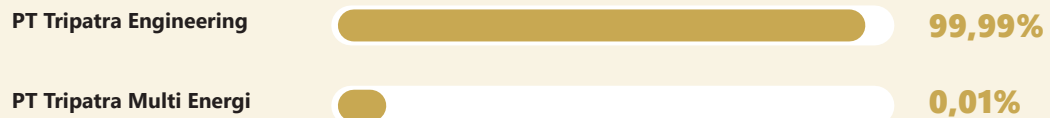
TPEC
TPEC



TPE
TPE



TBA
TBA



Aset dan Liabilitas

Assets and Liabilities

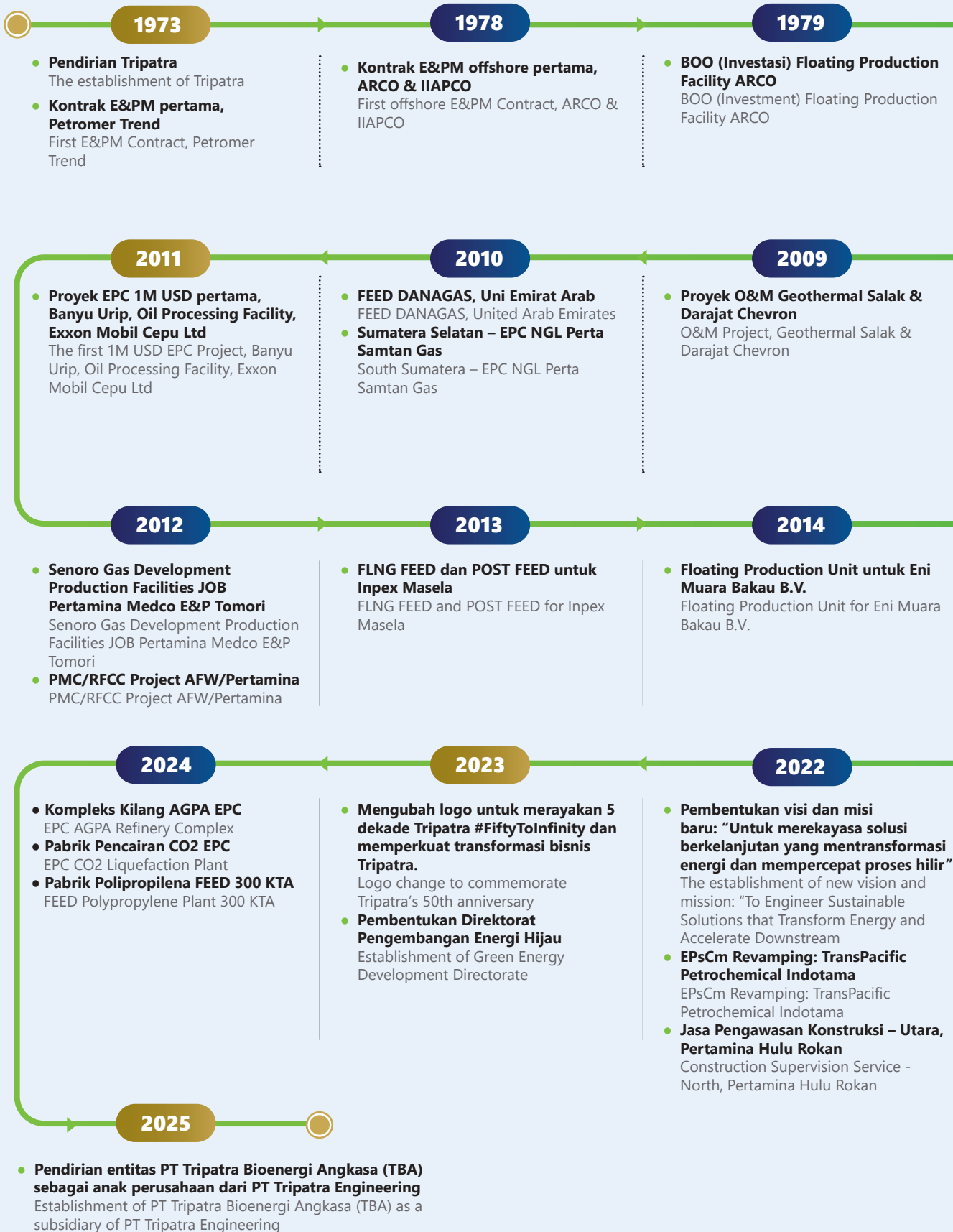
LAPORAN POSISI KEUANGAN KONSOLIDASIAN (DALAM JUTA RUPIAH) Consolidated Statement Of Financial Position (In IDR Millions)	2025	2024*	2023
Jumlah Aset Lancar Total Current Assets	2.961.527	3.909.351	3.478.560
Jumlah Aset Tidak Lancar Total Non-Current Assets	704.454	488.783	511.868
Jumlah Aset Total Assets	3.665.981	4.398.134	3.990.428
Jumlah Liabilitas Jangka Pendek Total Current Liabilities	2.709.956	3.170.489	2.926.493
Jumlah Liabilitas Jangka Panjang Total Non-Current Liabilities	154.028	54.667	47.382
Jumlah Liabilitas Total Liabilities	2.863.984	3.225.157	2.973.875
Jumlah Ekuitas Total Equity	801.996	1.172.976	1.016.553

*Data komparatif tahun 2024 telah disajikan kembali sebagai hasil dari proses validasi dan penyempurnaan data.

*Comparative figures for 2024 have been restated to reflect the results of data validation and refinement process.

JEJAK LANGKAH

MILESTONES



1987

- **Pendirian PT Tripatra Engineers and Constructors**
The establishment of PT Tripatra Engineers and Constructors

1993

- **Kontrak O&M Pertama, Engineering & Construction Services Chevron**
First O&M Contract, Engineering and Construction Services Chevron

1995

- **Proyek transmisi dan distribusi SSWJ-Phase 1 PGN PMC**
Transmission and distribution project, SSWJ-Phase 1 PGN PMC

2007

- **Merger dengan PT Indika Energy Tbk**
Merger with PT Indika Energy Tbk
- **Fasilitas Pemulihan LPG Darat HESS Indonesia**
Onshore LPG Recovery Facility HESS Indonesia
- **Proyek IPP untuk PLN Cirebon Electric**
IPP Project for PLN Cirebon Electric
- **Gas Production Facility Jambi Merang Development, JOB Pertamina - HESS**
Gas Production Facility Jambi Merang Development, JOB Pertamina - HESS

2005

- **Flexible Program Management Chevron**
Flexible Program Management Chevron
- **Proyek transmisi dan distribusi SSWJ-Phase 2 PGN PMC**
Transmission and distribution project, SSWJ-Phase 2 PGN PMC

1997

- **Offshore EPC Pertama, North Sumatra Exxon Mobil**
The first EPC Offshore, North Sumatra Exxon Mobil

2016

- **Tangguh Expansion Project Onshore LNG Plant, BP Berau**
Tangguh Expansion Project Onshore LNG Plant, BP Berau

2017

- **Pre-FEED Services for infield Flowlines and Export Pipelines di Papua Nugini (Horizon Oil Papua)**
Pre-FEED Services for infield Flowlines and Export Pipelines at Papua New Guinea (Horizon Oil Papua)

2018

- **EPC Jakarta Tank Terminal Phase 2^a**
EPC Jakarta Tank Terminal Phase 2^a
- **EPCC Kariangau Gapura Storage & Jetty Facility**
EPCC Kariangau Gapura Storage & Jetty Facility

2021

- **EPC PLTP Salak - Star Energy**
EPC PLTP Salak - Star Energy
- **EPCC Proyek CLMB – Cabot**
EPCC of CLMB Project – Cabot

2020

- **FEED Revamping di TDHT RU IV Cilacap milik Pertamina**
FEED Revamping at TDHT RU IV Cilacap owned by Pertamina
- **Engineering Services dan PMC untuk South Pacific Viscose (Lenzing)**
Engineering Services and PMC for South Pacific Viscose (Lenzing)
- **Implementasi Project Production Management (PPM)**
Implementation of Project Production Management (PPM)

2019

- **Awal transformasi Tripatra**
The beginning of Tripatra's transformation journey
- **Algiers LPG Plant Pertamina Internasional EP Conceptual Engineering**
Algiers LPG Plant Pertamina Internasional EP Conceptual Engineering

Tripatra secara konsisten menunjukkan komitmennya terhadap praktik bisnis yang bertanggung jawab melalui partisipasi aktif dalam inisiatif eksternal United Nations Global Compact (UNGC). Keikutsertaan Tripatra dalam berbagai program pengembangan kapasitas UNGC, antara lain Climate Ambition Accelerator, SDGs Young Innovation Accelerator, Target Gender Equality Accelerator, dan Business & Human Rights Accelerator, mencerminkan upaya berkelanjutan Perusahaan dalam memperkuat penerapan prinsip etika, serta mendorong kontribusi nyata terhadap penciptaan dampak sosial dan lingkungan yang positif.

Tripatra consistently demonstrates its commitment to responsible business stewardship through active participation in the United Nations Global Compact (UNGC). Our engagement in various UNGC capacity-building programs, including the Climate Ambition, Target Gender Equality, and Human Rights Accelerators, underscores the Company's ongoing mission to embed ethical principles throughout our operations. These initiatives drive our tangible contributions toward generating a measurable positive impact on both society and the environment.

KEANGGOTAAN ASOSIASI

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

MEMBERSHIP IN ASSOCIATIONS

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

NAMA ASOSIASI Association Name	LINGKUP Scope	SIFAT KEANGGOTAAN Membership Status
Kamar Dagang dan Industri (KADIN) Indonesian Chamber of Commerce and Industry	Nasional	Pengurus Committee Member
Asosiasi Kontraktor Indonesia (AKI) Indonesian Contractors Association	Nasional	Pengurus Committee Member
Gabungan Perusahaan Nasional Rancangbangun Indonesia (GAPENRI) Indonesian National Design and Construction Companies Association	Nasional	Pengurus Committee Member
Persatuan Insinyur Indonesia (PII) Indonesian Engineers Association	Nasional	Pengurus Committee Member
Ikatan Ahli Fasilitas Produksi Minyak dan Gas Bumi Indonesia (IAFMI) Indonesian Association of Oil and Gas Production Facilities Experts	Nasional	Pengurus Committee Member
Ikatan Nasional Konsultan Indonesia (INKINDO) National Association of Indonesian Consultants	Nasional	Pengurus Committee Member
Asosiasi Pengusaha Indonesia (APINDO) Indonesian Employers Association	Nasional	Anggota Member
Asosiasi Kontraktor Listrik dan Mekanikal Indonesia (AKLI) Indonesian Electrical and Mechanical Contractors Association	Nasional	Anggota Member
Masyarakat Ketenagalistrikan Indonesia (MKI) Indonesian Electrical Power Society	Nasional	Anggota Member
Asosiasi Pengusaha Konstruksi Baja Indonesia (APKOBBI) Indonesian Steel Construction Entrepreneurs Association	Nasional	Anggota Member
Asosiasi Perusahaan Teknik Mekanikal dan Elektrikal (APTEK) Association of Mechanical and Electrical Engineering Companies	Nasional	Anggota Member
Asosiasi Jasa Pertambangan Indonesia (ASPINDO) Indonesian Mining Services Association	Nasional	Anggota Member
Asosiasi Industri Olefin, Aromatik, & Plastik Indonesia (INAPLAS) Indonesian Olefin, Aromatic, & Plastic Industry Association	Nasional	Anggota Member
Indonesian Petroleum Association (IPA)	Nasional	Anggota Member
Institute of Certified Sustainability Practitioners (ICSP)	Nasional	Anggota Member
International Society of Sustainability Professionals (ISSP) Indonesia	Nasional	Anggota Member
Masyarakat Energi Terbarukan Indonesia (METI) Indonesian Renewable Energy Society	Nasional	Anggota Member
United Nations Global Compact (UNGC)	Nasional	Anggota Member
Asian Sustainable Aviation Fuel Association (ASAFA)	Regional	Anggota Member

PENGHARGAAN

ACOLLADES

1



Penghargaan / Awards

**BEST COMPANIES TO WORK FOR IN
ASIA 2025**

Lembaga/Institusi Pemberi Penghargaan

Awarding Institutions

HR Asia

2



Penghargaan / Awards

**SUSTAINABLE WORKPLACE
AWARDS 2025**

Lembaga/Institusi Pemberi Penghargaan

Awarding Institutions

HR Asia

3



Penghargaan / Awards

**INDONESIA INDUSTRIAL SERVICES
AWARDS 2025**

Lembaga/Institusi Pemberi Penghargaan

Awarding Institutions

**Badan Standardisasi dan Kebijakan Jasa Industri
(BSKJI) - Kementerian Perindustrian**Industrial Services Standardization and Policy Agency
(BSKJI) – Ministry of Industry

PERISTIWA PENTING 2025

**Hari Ulang Tahun Tripatra ke-52: Standing Strong, Focus Forward**

Tripatra 52nd Anniversary: Standing Strong. Focus Forward

SIGNIFICANT EVENTS IN 2025

**Pendirian PT Tripatra Bioenergi Angkasa**

The establishment of PT Tripatra Bioenergi Angkasa

**Pelaksanaan Liquid Onstream Perdana dari Stasiun Pengumpul Akasia Bagus Stage-1**

Successful First Liquid Onstream of the Akasia Bagus Stage-1 Gathering Station

**Peringatan 3 Juta LTI Free Manhours pada Proyek Shell Chrysalis**

3 Million LTI Free Manhours At Shell Chrysalis Project

**Starting A New Project - Jasa Pengawasan Konstruksi Selatan (Pertamina Hulu Rokan)**

Starting A New Project - Construction Supervision Services For The South Area (Pertamina Hulu Rokan)

**Penyelesaian Proyek Revamping Kompresor Suban**

Suban Compressor Revamping Project Completion

DAFTAR SERTIFIKASI TRIPATRA

LIST OF TRIPATRA CERTIFICATIONS

SERTIFIKASI Certification	PERIODE BERLAKU Effective Period	LEMBAGA SERTIFIKASI Certification Provider
Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3) Occupational Health and Safety Management System (OHSMS)	2024-2027	Kementerian Ketenagakerjaan Republik Indonesia Ministry of Manpower of the Republic of Indonesia
ISO 37001:2016 Sistem Manajemen Anti Penyuapan ISO 37001:2016 Anti-Bribery Management System	2024-2027	BSI
ISO 9001:2015 Sistem Manajemen Mutu ISO 9001:2015 Quality Management System	2024-2027	BSI
ISO 14001:2015 Sistem Manajemen Lingkungan ISO 14001:2015 Environmental Management System	2024-2027	BSI
ISO 21502:2020 Manajemen Proyek ISO 21502:2020 Project Management	Penilaian dilakukan pada September 2023 Assessed in September 2023	BSI
ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja ISO 45001:2018 Occupational Health and Safety Management System)	2024-2027	BSI

KINERJA EKONOMI

Tripatra mempertahankan kinerja ekonomi yang positif sepanjang tahun 2025 dengan membukukan pendapatan sebesar Rp4.074.235,47 juta, meningkat dari Rp4.058.144,69 juta pada tahun sebelumnya. Di saat yang sama, Perusahaan terus memperkuat portofolio bisnis berkelanjutan, yang tercermin dari peningkatan kontribusi pendapatan proyek hijau terhadap total pendapatan, dari 11,19% pada tahun 2024 menjadi 18,39% pada tahun 2025. Capaian ini menunjukkan bahwa pertumbuhan bisnis Tripatra semakin didukung oleh proyek-proyek yang berkontribusi terhadap transisi energi dan pembangunan rendah karbon.

ECONOMIC PERFORMANCE

Tripatra maintained positive economic performance throughout 2025, recording revenue of Rp4,074,235.47 million, up from Rp4,058,144.69 million in the previous year. At the same time, the Company continued to strengthen its sustainable business portfolio, as reflected in the increased contribution of green-related project revenue to total revenue, which rose from 11.19% in 2024 to 18.39% in 2025. This achievement demonstrates that Tripatra's business growth is increasingly supported by projects that contribute to the energy transition and the advancement of a low-carbon economy.

TAHUN Year	PENDAPATAN BERSIH (DALAM JUTA RUPIAH) Net Revenue (in million Rupiah)		LABA TAHUN BERJALAN (DALAM JUTA RUPIAH) Profit for The Year (in million Rupiah)	
	TARGET Target	REALISASI Achieved	TARGET Target	REALISASI Achieved
2025	5.220.022	4.074.235,47	59.210	(410.707)
2024	4.908.067	4.058.144,69*	57.375	105.968*
2023	3.247.523	3.524.806,44	46.917	137.665*

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (dalam juta Rupiah)

Generated and Distributed Economic Value (in million Rupiah)

KETERANGAN Description	2025	2024*	2023*
Nilai Ekonomi yang Dihasilkan (a) Generated Economic Value			
Pendapatan bersih Net Revenue	4.074.235,47	4.058.144,69	3.524.806,44
Nilai Ekonomi yang Didistribusikan (b) Distributed Economic Value			
Biaya Operasi Operating Costs	3.580.101,77	3.189.957,02	2.761.264,71
Gaji Pegawai dan tunjangan lainnya Employee salaries and other benefits	779.047,68	646.855,02	520.858,10
Distribusi dividen kepada pemegang saham atas performa tahun lalu Dividend distribution to shareholders for previous year's performance	N/A	N/A	N/A
Pembayaran kepada Pemerintah (pajak, retribusi, dll) Payments to the Government (taxes, levies, etc.)	128.164,89	111.555,86	105.947,32
Investasi sosial (biaya TJSL) Social investments (CSR costs)	2.898,81	2.545,00	1.828,40
Nilai ekonomi yang ditahan (a - b) Retained economic value (a-b)	(415.977,68)	107.231,78	134.907,91

Pendapatan Proyek Hijau (dalam juta Rupiah)

Green-related Projects Revenue (in million Rupiah)

KETERANGAN Description	2025	2024	2023
Total pendapatan Total revenue	4.074.235,47	4.058.144,69*	3.524.806,44
Pendapatan proyek hijau Green-related projects revenue	749.371	454.178	3.101
Persentase pendapatan proyek hijau Percentage of green-related projects revenue	18,39%	11,19%	0,09%

*Data komparatif tahun 2023 dan 2024 telah disajikan kembali sebagai hasil dari proses validasi dan penyempurnaan data.

*Comparative figures for 2023 and 2024 have been restated following data validation and refinement processes.

PRAKTIK PENGADAAN

[GRI 3-3, 204-1]

PROCUREMENT PRACTICES

[GRI 3-3, 204-1]

Rantai Pasok
Supply Chain [GRI 2-6]

Dalam proses pengadaan, Tripatra senantiasa memprioritaskan pemasok lokal yang berlokasi di Indonesia, khususnya di sekitar wilayah proyek yang sedang berjalan. Pemilihan pemasok dilakukan melalui proses seleksi dan evaluasi yang ketat dengan mempertimbangkan kemampuan finansial, teknis, serta kepemilikan sertifikasi kompetensi sesuai ketentuan peraturan perundang-undangan yang berlaku. Hingga tahun pelaporan, tidak terdapat perubahan signifikan dalam struktur rantai pasok Perusahaan.

Sebagai bagian dari penerapan tata kelola yang beretika dan bertanggung jawab, Tripatra menerapkan kebijakan pengadaan yang diatur dalam Supplier Ethics Policy. Kebijakan ini mewajibkan seluruh pemasok untuk mematuhi prinsip etika bisnis, menjunjung keadilan, serta menjamin keselamatan tenaga kerja.

Sepanjang tahun 2025, nilai pembelian lokal Tripatra mencapai 90% dari total pengadaan, dengan nilai absolut yang meningkat seiring bertambahnya jumlah proyek dan kebutuhan operasional. Dalam kondisi tertentu ketika pemasok lokal belum dapat memenuhi kebutuhan spesifik, Tripatra menggunakan pemasok luar negeri secara selektif untuk menjaga kelancaran operasional, seraya terus memperkuat pemantauan dan evaluasi kinerja ESG pemasok secara berkelanjutan.

Tripatra consistently prioritizes local procurement by engaging suppliers based in Indonesia, particularly on those operating within our project vicinities. The supplier selection process involves rigorous due diligence and evaluation, ensuring all partners meet high standards for financial stability, technical expertise, and regulatory compliance. As of this reporting period, there have been no significant shifts in the Company's supply chain structure.

To uphold the highest standards of ethical and responsible governance, Tripatra enforces a comprehensive Supplier Ethics Policy. This policy mandates that all suppliers adhere to fair business practices, ethical conduct, and stringent labor safety protocols.

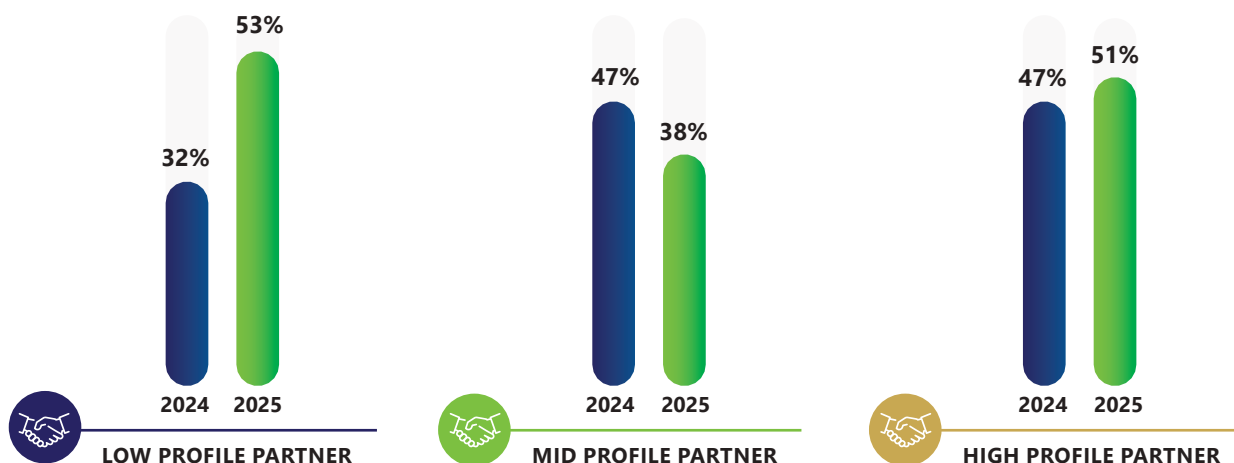
Throughout 2025, Tripatra's local procurement reached 90% of total spend. While the absolute value of these purchases rose in line with increased project activity and operational demands. In instances where specific technical requirements cannot yet be met locally, Tripatra selectively engage foreign suppliers to ensure operational continuity, and continuously monitors and evaluates the ESG performance for all suppliers.

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Nilai Pembelian Lokal Local Procurement Value	US\$	106.023.114,79	180.616.202,63	28.577.258,23
Nilai Pembelian Impor Imported Procurement Value	US\$	12.104.614,81	36.988.812,44	2.321.794,67
Nilai Pembelian Total Total Procurement Value	US\$	118.127.729,60	217.605.015,07	30.899.052,90
Persentase Pembelian Lokal Percentage of Local Procurement	%	90	83	92
Jumlah Pemasok Lokal Number of Local Supplier	Pemasok Supplier	659	505	281
Jumlah Pemasok Impor Number of Import Supplier	Pemasok Supplier	49	57	23
Total jumlah pemasok Total Supplier	Pemasok Supplier	708	562	304
Persentase Pemasok Lokal Percentage of Local Supplier	%	93	90	92

Tripatra secara aktif mengintegrasikan aspek ESG ke dalam pengelolaan rantai pasok melalui pemantauan dan evaluasi kinerja ESG pemasok secara berkala. Tripatra telah menerapkan ESG Questionnaire sebagai bagian dari proses evaluasi pemasok yang wajib diikuti oleh seluruh pemasok melalui sistem e-Procurement. Pada tahun 2025, tingkat partisipasi mitra dalam pengisian ESG Questionnaire meningkat sebesar 5% dibandingkan tahun sebelumnya. Peningkatan partisipasi terutama terjadi pada *Low Profile Partner* (32% menjadi 53%) dan *High Profile Partner* (47% menjadi 51%), sementara partisipasi *Mid Profile Partner* menurun dari 47% menjadi 38%. Kategorisasi partner ke dalam kategori *Low*, *Mid*, dan *High Profile* ditentukan berdasarkan nilai kontrak pekerjaan, kelengkapan dokumen saat proses pengadaan, serta tingkat risiko dari pekerjaan atau jasa yang ditawarkan.

Tripatra remains proactive in embedding ESG aspects into the supply chain management through periodic monitoring and performance evaluations. Tripatra has implemented an ESG Questionnaire as a mandatory component of its supplier evaluation process, requiring all suppliers to complete the assessment through the Company's e-Procurement system. In 2025, the overall supplier participation rate in the ESG Questionnaire increased by 5% compared to the previous year. The improvement was primarily driven by higher participation among Low Profile Partners, which increased from 32% to 53%, and High Profile Partners, which rose from 47% to 51%. Meanwhile, the participation rate of Mid Profile Partners declined from 47% to 38%. Partners are categorized into Low, Mid, and High Profile based on the contract value, the completeness of procurement-related documentation, and the risk level associated with the work or services provided.

Jumlah Partner yang Mengisi ESG Questionnaire Number of Partners that Completed ESG Questionnaire





02

PENDEKATAN KEBERLANJUTAN

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02

PENDEKATAN KEBERLANJUTAN

Sustainability Approach

Integrasi keberlanjutan ke dalam strategi bisnis merupakan fondasi penting untuk menjaga ketahanan dan relevansi perusahaan dalam jangka panjang. Dengan menjadikan keberlanjutan sebagai bagian dari arah strategis, Tripatra dapat mengantisipasi risiko, beradaptasi terhadap perubahan regulasi dan dinamika pasar, serta mendukung pengambilan keputusan yang bertanggung jawab dan berorientasi pada penciptaan nilai jangka panjang.

KERANGKA ESG TRIPATRA

Sejalan dengan visi “membangun solusi berkelanjutan untuk transformasi energi dan percepatan hilirisasi”, Tripatra telah menetapkan Kerangka ESG pada tahun 2022. Kerangka ESG ini menjadi acuan bagi Tripatra dalam mengelola aspek keberlanjutan secara lebih terstruktur, mencapai target yang telah ditetapkan, dan memberikan kontribusi nyata terhadap pencapaian Tujuan Pembangunan Keberlanjutan (TPB atau SDGs).

Kerangka ESG disusun dengan melibatkan pihak ketiga yang kompeten untuk mengidentifikasi berbagai dampak positif maupun negatif, baik yang telah maupun yang berpotensi timbul, dari aktivitas bisnis, serta merumuskan langkah pengelolaan yang relevan. Kerangka ESG Tripatra telah tersedia di situs resmi Perusahaan dan dapat diakses melalui tautan [berikut](#).



The integration of sustainability into Tripatra’s business strategy serves as a key foundation for strengthening the Company’s long-term resilience and competitiveness. By embedding sustainability into its strategic direction, Tripatra enhances its ability to anticipate risks, respond to evolving regulatory requirements and market dynamics, and make responsible business decisions that deliver sustainable, long-term value for all stakeholders.

TRIPATRA ESG FRAMEWORK

Tripatra established its ESG Framework in 2022, guided by its vision “to engineer sustainable solutions that transform energy and accelerate downstream”. This framework serves as the definitive blueprint for managing sustainability in a structured manner, ensuring we meet our defined objectives and deliver tangible contributions toward the Sustainable Development Goals (SDGs).

Tripatra worked with external experts in developing the framework to identify and assess actual and potential impacts - both positive and negative - arising from our business activities, and formulate their relevant management measures. Tripatra’s ESG Framework is available on our official website and can be accessed via the [following link](#).

Terdapat tiga area utama dalam Kerangka ESG Tripatra, yaitu Environmental, Social, dan Governance, serta lima pilar yang berkaitan satu sama lain. Tripatra telah merumuskan target yang jelas dan terukur untuk setiap pilar ESG yang ditargetkan untuk dicapai pada tahun 2030. Seluruh inisiatif dan target dalam Kerangka ESG tersebut telah memperoleh persetujuan Direksi. Untuk memastikan keselarasan dengan perkembangan bisnis dan dinamika industri, Tripatra secara berkala akan melakukan peninjauan kembali atas target-target tersebut setiap dua tahun.

The Tripatra ESG Framework is structured around three primary areas: Environmental, Social, and Governance, and further expanded into five interconnected pillars. Tripatra has defined clear, measurable targets for each pillar, to be achieved by 2030. All initiatives and targets within this framework have received formal Board approval. To maintain alignment with evolving business landscape and industry dynamics, Tripatra will conduct a biennial review of these targets.

Kerangka Strategi ESG

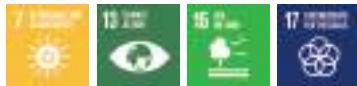
ESG Strategy Framework



Our Energy

- Energy Intensity Reduction
- Renewable Energy Utilization
- Green Project Development

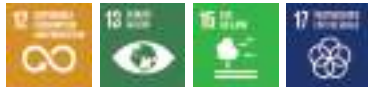
SDGs



Our Footprint

- Waste Intensity Reduction (Non-hazardous)
- Greenhouse Gas Emissions Intensity Reduction (Scope 1-2)

SDGs



Our People

- Project Engineer Professional Certification
- Female Representation
- Women in Leadership
- Zero Fatality
- ESG-related Training for Leaders

SDGs



Our Community

- Community Development Program
- Corporate Social Responsibility Initiatives at Project Sites
- Corporate Social Responsibility Spending

SDGs



Our Governance

- Alignment with ASEAN Corporate Governance Scorecard.
- ESG Alignment for Partners
- ESG Integration to KPIs

SDGs



PILAR ESG TRIPATRA

TRIPATRA ESG PILLARS

Pilar Pillar	Penjelasan Description
 Our Energy	Mengelola risiko & peluang energi terkait perubahan iklim. Managing energy risks and opportunities related to climate change.
 Our Footprint	Meminimalkan dampak lingkungan dari operasional perusahaan. Minimizing environmental impact from company operations.
 Our People	Mengembangkan sumber daya manusia melalui penguatan kompetensi, keberagaman, serta budaya kesehatan dan keselamatan kerja. Developing human capital through competency enhancement, diversity, and a strong occupational health and safety culture.
 Our Community	Menciptakan dampak positif bagi masyarakat melalui program pengembangan masyarakat dan inisiatif tanggung jawab sosial. Creating positive impacts for communities through community development programs and social responsibility initiatives.
 Our Governance	Menjalankan bisnis secara transparan, akuntabel, dan beretika melalui penerapan tata kelola yang baik. Conducting business in a transparent, accountable, and ethical manner through the implementation of good corporate governance.



Capaian kinerja ESG Tripatra sepanjang tahun 2025 disajikan dalam tabel berikut:

Tripatra's ESG performance throughout 2025 is presented in the following table:

Progres Pencapaian Target-Target ESG

ESG Targets Achievement Progress

	TARGET Targets	PENCAPAIAN 2025 2025 Achievement		
		KINERJA Performance	TARGET/ TRESHOLD	TERCAPAI/TIDAK TERCAPAI Achieved/Not Achieved
 Our Energy	Energy Intensity Reduction (MJ/Manhours)	4,74	≤15,71	Tercapai Achieved
	Renewable Energy Utilization (%)	25,48	13,50	Tercapai Achieved
	Project Revenue from Green Projects (%)	16	13	Tercapai Achieved
 Our Footprint	Total Non-hazardous Waste Intensity Reduction (kg/Manhours)	0,0181	≤0,196	Tercapai Achieved
	Scope 2 GHG Emissions Intensity Reduction (kgCO2eq/Manhours)	0,48	≤1,29	Tercapai Achieved
 Our People	Tripatra's engineers assigned for projects are professionally certified engineers (%)	67	50	Tercapai Achieved
	Female representatives (%)	19	≥20	Tidak Tercapai Not Achieved
	Female leaders (%)	20	15	Tercapai Achieved
	Zero fatality (# of cases)	-1	0	Tidak Tercapai Not Achieved
	ESG-related Training for Leaders (%)	100	100	Tercapai Achieved
	LTIR (# of LTIR)	0,08	<0,17	Tercapai Achieved
	TRIR (# of TRIR)	0,09	<0,79	Tercapai Achieved
 Our Community	Community Development Program (%)	100	100	Tercapai Achieved
	CSR at Project Sites (%)	100	100	Tercapai Achieved
	CSR Spending (%)	1,11	1	Tercapai Achieved
 Our Governance	Alignment with ASEAN Corporate Governance Scorecard (%)	75	70	Tercapai Achieved
	ESG Alignment with Partners (%)	52	40	Tercapai Achieved
	ESG Integration into KPIs (%)	100	100	Tercapai Achieved

Pada tahun 2025, Tripatra mencatat satu insiden fatalitas yang melibatkan pekerja kontraktor sehingga target *zero fatality* belum tercapai. Peristiwa ini menjadi perhatian serius bagi Perusahaan dan mendorong dilakukannya evaluasi menyeluruh terhadap sistem manajemen keselamatan, investigasi akar penyebab, serta penguatan langkah-langkah pencegahan untuk meningkatkan kinerja keselamatan kerja di masa mendatang.

Meskipun target proporsi karyawan perempuan belum tercapai pada tahun 2025, Tripatra tetap berkomitmen untuk memperluas partisipasi perempuan melalui proses rekrutmen, pengembangan talenta, dan penempatan yang berbasis kompetensi serta kesempatan yang setara.

MEMBANGUN BUDAYA KEBERLANJUTAN

[GRI 2-24] [OJK F.1.]

Dalam rangka menanamkan budaya keberlanjutan di internal Perusahaan, Tripatra telah menjalankan sejumlah inisiatif, antara lain:

1. Memperkuat tata kelola melalui penyusunan dan penerapan kebijakan serta prosedur terkait ESG yang berlaku di kantor pusat maupun di seluruh lokasi proyek,
2. Meningkatkan kapasitas, pengetahuan, dan kesadaran internal melalui penyelenggaraan ESG Day sebagai upaya peningkatan kesadaran keberlanjutan, serta program CSR yang melibatkan partisipasi sukarela karyawan,
3. Melakukan pemantauan dan pelaporan kinerja keberlanjutan secara berkala melalui proses pengumpulan data dan penyusunan laporan yang terstruktur.

Selain itu, Kerangka ESG juga disosialisasikan secara konsisten kepada seluruh karyawan dan mitra melalui berbagai saluran dan kegiatan, termasuk sosialisasi internal, *gathering*, *town hall*, serta komunikasi digital seperti e-mail blast.

In 2025, Tripatra recorded one fatality accident involving a contractor worker, resulting in the Company's zero-fatality target not being achieved. This incident was treated with the utmost seriousness and prompted a comprehensive review of the Company's occupational health and safety management system, a thorough root cause investigation, and the strengthening of preventive measures to enhance workplace safety performance going forward.

Although the target proportion of female employees was not achieved in 2025, Tripatra remains committed to increasing women's participation through competency-based recruitment, talent development, and placement processes that ensure equal opportunities.

BUILDING A SUSTAINABILITY CULTURE

[GRI 2-24] [OJK F.1.]

To institutionalize a culture of sustainability within the Company, Tripatra has performed a series of initiatives, including:

1. Strengthening our governance framework by developing and implementing ESG policies and procedures across our head office and all project sites.
2. Enhancing internal knowledge and awareness through organizing ESG Day to strengthen sustainability awareness across the Company, as well as implementing CSR programs with the active participation of employee volunteers,
3. Regular monitoring and reporting sustainability performance through a structured data collection and reporting process.

The Company consistently communicates the ESG Framework to all employees and partners through a multi-channel approach. This includes internal briefings, gatherings, Town Hall meetings, and digital engagement strategies such as e-mail broadcasts.

RESPONS TERHADAP PERUBAHAN IKLIM

Kerangka ESG Tripatra menjadi landasan strategis dalam merespons perubahan iklim melalui pengembangan solusi energi rendah karbon, penguatan efisiensi operasional, dan pengurangan dampak lingkungan dari aktivitas bisnis

Sejalan dengan perumusan strategi tersebut, Tripatra juga secara aktif melaksanakan berbagai inisiatif nyata sebagai bagian dari upaya Perusahaan dalam menyikapi perubahan iklim.

RESPONSE TO CLIMATE CHANGE

Tripatra's ESG Framework serves as the Company's strategic foundation for addressing climate change through the development of low-carbon energy solutions, enhanced operational efficiency, and the reduction of environmental impacts arising from its business activities.

In alignment with this strategy, Tripatra is actively implementing a range of tangible initiatives designed to mitigate climate change and drive meaningful impact.



PEMBENTUKAN UNIT BISNIS GREEN ENERGY DEVELOPMENT

Tripatra telah membentuk Unit Bisnis Green Energy Development di tahun 2024 sebagai respons terhadap transisi energi dan semakin meningkatnya kebutuhan industri atas pencegahan dampak perubahan iklim. Melalui unit bisnis ini, Tripatra akan berperan aktif dalam pengembangan proyek energi hijau sebagai sumber energi alternatif yang lebih ramah lingkungan.

ESTABLISHING THE GREEN ENERGY DEVELOPMENT BUSINESS UNIT

In 2024, Tripatra established the Green Energy Development Business Unit in direct response to the global energy transition and the industrial sector's growing urgency to mitigate climate change. Through this unit, Tripatra takes a proactive role in advancing green energy projects as sustainable, low-carbon alternatives to traditional energy sources.



PARTISIPASI DALAM STUDI LCA GLOBAL UNTUK SAF BERBASIS POME

Tripatra berpartisipasi dalam studi global *Life Cycle Assessment* (LCA) yang mengkaji potensi *Palm Oil Mill Effluent* (POME), yaitu limbah cair dari industri kelapa sawit, sebagai bahan baku *Sustainable Aviation Fuel* (SAF) melalui jalur teknologi POME-HEFA. Studi ini diajukan oleh Direktorat Jenderal Perhubungan Udara, Kementerian Perhubungan, dengan dukungan Kementerian Luar Negeri, dan melibatkan tim ahli dari Tripatra bersama IPOSS (Indonesia Palm Oil Strategic Studies).

CONTRIBUTING TO THE GLOBAL LCA STUDY FOR POME-BASED SAF

Tripatra contributed to a global *Life Cycle Assessment* (LCA) study evaluating the potential of *Palm Oil Mill Effluent* (POME), a liquid byproduct of palm oil mills, as a feedstock for *Sustainable Aviation Fuel* (SAF) via the POME-HEFA technology pathway. This study was proposed by the Directorate General of Civil Aviation, Ministry of Transportation, with support from the Ministry of Foreign Affairs, featuring an expert team from Tripatra and Indonesia Palm Oil Strategic Studies (IPOSS).

Melalui studi tersebut, nilai emisi (LCA value) dari jalur produksi POME-HEFA telah diakui oleh International Civil Aviation Organization (ICAO) dan dicantumkan dalam dokumen CORSIA Default Core LCA Values, yang menjadi acuan internasional dalam perhitungan emisi bahan bakar penerbangan berkelanjutan.

As a result of this study, the LCA value for the POME-HEFA production pathway has been recognized by the International Civil Aviation Organization (ICAO) and incorporated into the CORSIA Default Core LCA Values, the global benchmark for calculating emissions in sustainable aviation fuels.



MENDORONG PERCEPATAN ADOPSI SAF MELALUI KOLABORASI REGIONAL

Tripatra bergabung sebagai anggota *Asian Sustainable Aviation Fuel Association* (ASAFA) sebagai bagian dari upaya Perusahaan dalam mendukung percepatan adopsi *Sustainable Aviation Fuel* (SAF) di kawasan Asia-Pasifik. Keanggotaan ini memperkuat peran Tripatra dalam pengembangan ekosistem SAF regional melalui pemanfaatan kapabilitas *Engineering, Procurement and Construction* (EPC) serta pengalaman Perusahaan dalam pengembangan energi terbarukan.

ADVANCING SAF ADOPTION THROUGH COLLABORATION REGIONAL

Tripatra has joined the Asian Sustainable Aviation Fuel Association (ASAFA), marking a strategic move to accelerate the adoption of Sustainable Aviation Fuel (SAF) across the Asia-Pacific region. This membership strengthens Tripatra's role in advancing the regional SAF ecosystem by leveraging the Company's Engineering, Procurement and Construction (EPC) capabilities and extensive experience in renewable energy development.



ESG DAY: MEMAHAMI RISIKO PERUBAHAN IKLIM

Dalam rangka memperingati Hari Lingkungan Hidup Sedunia, Tripatra menyelenggarakan ESG Day dengan tema ESG & Climate Risk: Memahami Dampak dan Memperkuat Kesiapsiagaan Operasional. Kegiatan ini diikuti oleh sekitar 200 karyawan dan menjadi momentum strategis untuk meningkatkan pemahaman bersama serta kesiapan Perusahaan dalam menghadapi risiko dan dampak perubahan iklim yang semakin nyata.

ESG DAY: UNDERSTANDING CLIMATE CHANGE RISKS

To commemorate World Environment Day, Tripatra hosted an ESG Day, centered on the theme: "ESG & Climate Risk: Understanding Impacts and Strengthening Operational Readiness." Attended by approximately 200 employees, the event served as a strategic platform to align the organization's collective understanding and bolster the Company's preparedness in navigating the increasingly tangible risks and impacts of climate change.

PELUANG DAN TANTANGAN PENERAPAN KEBERLANJUTAN [OJK E.5]

Penerapan keberlanjutan di Tripatra menghadirkan berbagai peluang strategis. Meningkatnya kebutuhan akan solusi energi berkelanjutan, perkembangan teknologi energi hijau, serta peran aktif Perusahaan dalam pengembangan *Sustainable Aviation Fuel* (SAF) menjadi pendorong utama pertumbuhan bisnis di masa depan. Integrasi prinsip keberlanjutan ke dalam strategi bisnis juga membuka peluang bagi Tripatra untuk memperkuat daya saing, mendiversifikasi portofolio usaha, serta membangun kepercayaan jangka panjang dengan klien, mitra, dan investor.

Di sisi lain, implementasi keberlanjutan juga membawa tantangan tersendiri. Tripatra perlu merespons dinamika regulasi yang terus berkembang, kebutuhan investasi pada teknologi dan infrastruktur, serta kompleksitas pengelolaan risiko lingkungan dan iklim di berbagai proyek dan lokasi operasional. Upaya peningkatan kapasitas internal, penguatan sistem pengelolaan data keberlanjutan, serta penyelarasan komitmen di seluruh rantai nilai menjadi bagian penting dari proses ini dan memerlukan perhatian yang berkelanjutan.

TOPIK MATERIAL

Tripatra pertama kali melakukan kajian materialitas pada tahun 2022 untuk mengidentifikasi isu-isu keberlanjutan yang paling relevan dan signifikan bagi pemangku kepentingan serta kegiatan operasional Perusahaan. Kajian ini dilaksanakan dengan mengacu pada Standar GRI 2021 sebagai panduan.

Kajian materialitas Tripatra dilakukan melalui empat tahapan yang dipandu dan difasilitasi oleh Tim Keberlanjutan Perusahaan. Tahapan tersebut meliputi:

CHALLENGES AND OPPORTUNITIES IN SUSTAINABILITY IMPLEMENTATION [OJK E.5]

The implementation of sustainability presents significant strategic opportunities for Tripatra. Growing demand for sustainable energy solutions, advancements in green energy technologies, and the Company's active role in the development of Sustainable Aviation Fuel (SAF) are expected to serve as key drivers of future business growth. The integration of sustainability principles into the business strategy also provides opportunities for Tripatra to strengthen its competitiveness, diversify its business portfolio, and build long-term trust with clients, partners, and investors.

Conversely, implementing sustainability brings its own set of complexities. Tripatra must remain vigilant in navigating shifting regulatory landscapes, managing capital requirements of emerging technologies, and addressing the climate risks inherent in our diverse project portfolio. To address these challenges, we are focused on augmenting our internal expertise, strengthening our sustainability data management systems, and ensuring strategic alignment across our entire value chain.

MATERIAL TOPICS

Tripatra conducted its first materiality assessment in 2022 to identify the sustainability issues most relevant and significant to our stakeholders and business operations. This assessment was performed in strict accordance with the GRI 2021 Standards.

Guided and facilitated by the Corporate Sustainability Team, the assessment follows a rigorous four-stage process:

PROSES PENENTUAN TOPIK MATERIAL [GRI 3-1]

MATERIALITY ASSESSMENT PROCESS [GRI 3-1]



01 Menetapkan Konteks Organisasi

Establishing Organizational Context

Tim Keberlanjutan mendiskusikan seluruh ruang lingkup keberlanjutan termasuk rantai nilai kegiatan usaha Tripatra yang memiliki dampak ekonomi, sosial, dan lingkungan, termasuk terhadap tata kelola.

The Sustainability Team evaluates the full scope of sustainability, including Tripatra's value chain areas with economic, social, environmental, and governance impacts.



02 Identifikasi Dampak Aktual dan Potensial

Identifying Actual and Potential Impacts

Identifikasi dampak ekonomi, sosial, dan lingkungan yang relevan dengan operasional bisnis Perseroan. Tripatra mengidentifikasi dampak berdasarkan kondisi aktual maupun dampak yang berpotensi timbul di masa depan.

Identification of ESG impacts relevant to the Company's operations. Tripatra identifies both current conditions and forward-looking projections of potential impacts.



03 Menilai Signifikansi Dampak

Assessing Impact Significance

Melakukan penilaian terhadap dampak negatif yang telah teridentifikasi berdasarkan cakupan, tingkat keparahan, dan peluang pemulihannya untuk mengetahui seberapa besar dampak tersebut mempengaruhi kinerja usaha dan keberlanjutannya. Penilaian dilakukan dengan cara pemberian skor dan konsensus menggunakan metode gabungan secara kuantitatif dan pertimbangan kualitatifnya.

Each identified negative impact is evaluated based on its scale, severity, and the remediability effects. This provides a clear understanding of the magnitude of these impacts on business performance and sustainability. Assessments are conducted using both quantitative and qualitative approach.



04 Memprioritaskan Dampak Signifikan

Prioritizing Significant Impacts

Dampak signifikan adalah dampak yang memiliki skor di atas ambang batas yang telah ditetapkan. Dengan berdasarkan penilaian dampak pada tahap sebelumnya, Tripatra melakukan prioritas dampak untuk mendapatkan dampak paling signifikan sebagai topik material dan dikelola serta dilaporkan ke dalam Laporan Keberlanjutan.

Significant impacts are those with scores exceeding a predetermined threshold. Based on the preceding impact assessment, Tripatra has prioritized its findings to identify the most significant impacts as material topics. These topics are actively managed and disclosed within this Sustainability Report.

Daftar Topik MaterialList of Material Topics
[GRI 3-2]

TOPIK MATERIAL Material Topics	DESKRIPSI Description	PENGUNGKAPAN GRI YANG RELEVAN Relevant GRI Disclosures
Keselamatan dan Kesehatan Kerja Occupational Health and Safety	Komitmen untuk menciptakan lingkungan kerja yang aman dan sehat melalui standar K3 yang ketat, kepatuhan regulasi, dan budaya keselamatan yang kuat. Commitment to fostering a safe and healthy work environment through stringent OHS standards, regulatory compliance, and a robust safety culture.	403-8, 403-9
Antikorupsi Anti-corruption	Mencegah praktik korupsi melalui penerapan tata kelola yang baik, kepatuhan terhadap regulasi, serta penguatan budaya integritas di seluruh kegiatan usaha. Preventing corruption through good governance practices, regulatory compliance, and the promotion of a strong culture of integrity across business operations.	205-3
Rantai pasok dan praktik pengadaan Supply chain and procurement practices	Praktik pengadaan dan rantai pasok yang berkualitas, tepat waktu, bertanggung jawab, dan berkelanjutan. High-quality, timely, responsible, and sustainable procurement and supply chain practices.	204-1
Ketenagakerjaan Employment	Meningkatkan kualitas dan kapabilitas karyawan sebagai bagian dari aset Perusahaan yang penting dalam bisnis yang berkelanjutan. Enhancing the quality and capability of our employees as vital corporate assets in driving a sustainable business.	404-1, 404-2, 404-3, 405-1

TOPIK MATERIAL Material Topics	DESKRIPSI Description	PENGUNGKAPAN GRI YANG RELEVAN Relevant GRI Disclosures
Privasi Data dan Keamanan Informasi Data Privacy and Information Security	Pencegahan kebocoran informasi, serta menjaga kepercayaan pemangku kepentingan dan kepatuhan terhadap regulasi. Preventing data breaches, safeguarding stakeholder trust, and ensuring full regulatory compliance.	418-1
Konsumsi Energi Energy Consumption	Efisiensi penggunaan energi pada operasional bisnis. Energy efficiency within business operations.	302-1, 302-2, 302-3
Masyarakat Lokal Local Communities	Menjalankan bisnis yang bertanggung jawab di setiap wilayah operasional. Conducting responsible business practices throughout every operational area.	413-1
Emisi GRK GHG Emissions	Mengelola dan menekan emisi GRK melalui inovasi, efisiensi energi, dan praktik berkelanjutan. Managing and mitigating GHG emissions through innovation, energy efficiency, and sustainable practices.	305-1, 305-2, 305-4
Pengelolaan Limbah Waste Management	Pengelolaan limbah operasional melalui pengurangan, pemilahan, serta pengolahan sesuai ketentuan yang berlaku. Managing operational waste through reduction, segregation, and processing in accordance with applicable regulations.	306-3
Air dan Efluen Water and Effluent	Pengelolaan air dan efluen untuk memastikan efisiensi sumber daya. Managing water and effluent to ensure resource efficiency.	303-3





03

OUR ENERGY



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03

OUR ENERGY —

Melalui pilar Our Energy, Tripatra menempatkan isu energi dan iklim sebagai bagian dari strategi ESG untuk merespons risiko global, menangkap peluang transisi energi, serta mempercepat inisiatif energi berkelanjutan demi menjaga daya saing jangka panjang perusahaan.

Pilar Our Energy dalam Strategi ESG Tripatra berfokus pada pengelolaan risiko dan peluang energi terkait perubahan iklim di seluruh rantai nilai. Sebagai perusahaan EPC dan manajemen proyek, Tripatra berkomitmen menerapkan konsumsi energi yang lebih bijak serta mendukung transisi energi melalui proyek hijau, dengan target jangka panjang hingga 2030 mencakup penurunan intensitas energi, peningkatan pemanfaatan energi terbarukan di lokasi proyek, dan peningkatan kontribusi pendapatan dari proyek hijau.

Dalam pelaksanaannya, Tripatra mengidentifikasi dampak lingkungan utama dari aktivitas operasional dan hubungan bisnis, seperti emisi karbon, penggunaan bahan bakar fosil, potensi tumpahan bahan bakar, serta emisi dari logistik, alat berat, dan subkontraktor. Pengelolaan aspek-aspek tersebut dilakukan untuk meminimalkan risiko lingkungan sekaligus memperkuat keberlanjutan operasional Perusahaan.



Through Our Energy pillar, Tripatra integrates energy and climate issues into its ESG strategy to address global risks, capture emerging opportunities in the energy transition, and accelerate sustainable energy initiatives. This approach is fundamental to safeguarding the Company's long-term competitiveness.

Our Energy pillar focuses on managing energy-related risks and opportunities across the entire value chain. As an EPC and project management company, Tripatra is committed to fostering smarter energy consumption and championing the energy transition through green projects. Our long-term targets for 2030 include reducing energy intensity, increasing the use of renewable energy at project sites, and expanding the revenue contribution from green project portfolio.

In practice, Tripatra identifies critical environmental impacts stemming from its operations and business relationships, including carbon emissions, fossil fuel consumption, potential fuel spills, and emissions from logistics, heavy machinery, and subcontractors. By rigorously managing these aspects, we aim to minimize environmental risks while bolstering the Company's operational sustainability.

KOMITMEN PENGELOLAAN LINGKUNGAN [GRI 3-3]

Tripatra berkomitmen mengelola dampak lingkungan dari seluruh aktivitas operasional melalui penerapan Sistem Manajemen Lingkungan yang mengacu pada standar internasional ISO 14001. Implementasi sistem ini dikoordinasikan oleh Departemen Health, Safety, Security, and Environment (HSSE) dan diperkuat melalui penerapan *Environmental Impact Assessments* (EIA) pada setiap kegiatan operasional.

Upaya pengelolaan lingkungan tersebut terintegrasi dalam Strategi ESG Tripatra melalui pilar Our Energy dan Our Footprint, yang menetapkan target penurunan intensitas energi dan emisi, peningkatan pemanfaatan energi terbarukan, serta pengendalian timbulan limbah. Pendekatan ini mencerminkan komitmen Perusahaan untuk memastikan kepatuhan terhadap regulasi, memitigasi risiko lingkungan, dan mendukung keberlanjutan operasional jangka panjang.

Evaluasi Efektivitas Kebijakan Lingkungan

Upaya pengelolaan lingkungan Tripatra dilaksanakan secara terintegrasi dalam Strategi ESG melalui pilar Our Energy dan Our Footprint. Strategi ini mencakup penetapan target penurunan intensitas energi dan emisi, peningkatan penggunaan energi terbarukan, serta pengendalian timbulan limbah sebagai bagian dari pengelolaan dampak lingkungan operasional secara berkelanjutan.

Dalam proses evaluasi target serta implementasi kebijakan lingkungan, Tripatra menerapkan sistem pelaporan bulanan yang berfungsi untuk memantau capaian kinerja lingkungan baik di lokasi proyek maupun kantor pusat. Data yang dikumpulkan setiap bulan dianalisis secara berkala sebagai dasar penyusunan langkah dan strategi lanjutan agar pencapaian target dapat dilakukan secara lebih efektif dan tepat sasaran. Pengukuran dan evaluasi kinerja tersebut dilaksanakan melalui beberapa tahapan, meliputi penggunaan *Lagging-Leading Indicators*, *Monthly Monitoring & Review*, *Audit Review*, serta *Management Review* yang dilakukan pada akhir tahun.

ENVIRONMENTAL MANAGEMENT COMMITMENT [GRI 3-3]

Tripatra is committed to managing the environmental impacts of its operations through the implementation of an Environmental Management System aligned with the internationally recognized ISO 14001 standard. The system is coordinated by the Health, Safety, Security, and Environment (HSSE) Department and reinforced through the application of Environmental Aspect and Impact (EAI) assessments across all operational activities.

These efforts are integrated into Tripatra's ESG Strategy through the Our Energy and Our Footprint pillars. These pillars set clear targets for reducing energy and emissions intensity, increasing renewable energy adoption, and managing waste generation. This approach reflects the Company's commitment to regulatory compliance, environmental risk mitigation, and the long-term sustainability of our operations.

Evaluating Environmental Policy Effectiveness

Tripatra's environmental management is integrated into its ESG Strategy through the Our Energy and Our Footprint pillars. This framework establishes targets for reducing energy and emissions intensity, increasing renewable energy usage, and controlling waste generation to ensure sustainable operational impact management.

To evaluate target progress and policy implementation, Tripatra utilizes a monthly reporting system to monitor environmental performance across both project sites and headquarters. This monthly data serves as the foundation for periodic analysis, enabling us to refine strategies and ensure that our targets are effectively met. Performance measurement and evaluation are conducted through a multi-tiered approach, including *Lagging-Leading Indicators*, *Monthly Monitoring & Reviews*, *Audit Reviews*, and an annual *Management Review*.

Berdasarkan hasil evaluasi kinerja sepanjang tahun 2025, Tripatra mencatat capaian kinerja lingkungan yang positif dan pada beberapa aspek melampaui target yang telah ditetapkan untuk tahun berjalan. Capaian ini menunjukkan efektivitas kebijakan, sistem, dan program lingkungan yang diterapkan secara konsisten di tingkat korporasi maupun proyek. Salah satu pembelajaran utama yang diperoleh dari proses evaluasi adalah efektivitas pengelolaan sampah melalui kemitraan dengan bank sampah lokal. Pendekatan ini terbukti mendukung pengurangan limbah yang berakhir di tempat pembuangan akhir sekaligus meningkatkan tingkat daur ulang dan pemanfaatan kembali limbah di lokasi proyek.

Menilai dan Mengelola Risiko Lingkungan

Dalam menilai dan mengendalikan risiko lingkungan, Tripatra mengacu pada ketentuan yang tertuang dalam dokumen Environmental Aspect Control and Impact Prevention. Dokumen ini mengatur mekanisme identifikasi aspek dan dampak lingkungan, termasuk parameter yang dinilai seperti emisi udara, potensi pencemaran air dan tanah, penggunaan sumber daya alam, konsumsi dan emisi energi, dampak ikutan operasional, serta potensi gangguan terhadap ekosistem. Prosedur tersebut juga memuat pendekatan pengendalian risiko melalui langkah eliminasi, substitusi, rekayasa teknis, dan pengendalian administratif. Seluruh proses identifikasi aspek dan dampak lingkungan wajib disertai dengan kegiatan pemantauan dan dievaluasi secara berkala sekurang-kurangnya satu kali dalam satu tahun.

Based on the 2025 performance evaluation, Tripatra recorded positive environmental outcomes, with several metrics exceeding the year's established targets. These results demonstrate the effectiveness of our environmental policies, systems, and programs, which are consistently applied at both the corporate and project levels. A key takeaway from this year's evaluation is the success of our waste management initiatives through partnerships with local waste banks. This collaborative approach has proven effective in diverting waste from landfills while significantly improving recycling and reuse rates at project sites.

Assessing and Managing Environmental Risks

To assess and mitigate environmental risks, Tripatra adheres to the protocols established in the Environmental Aspect Control and Impact Prevention document. This framework governs the identification of environmental aspects and impacts, covering critical parameters such as air emissions, water and soil contamination risks, natural resource utilization, energy consumption and emissions, operational byproducts, and potential ecosystem disruptions. The procedure also incorporates a risk-control hierarchy, prioritizing elimination, substitution, engineering controls, and administrative controls. This comprehensive identification process is supported by mandatory monitoring and is subject to evaluation at least once a year.

Biaya Lingkungan (dalam Rupiah)

Environmental Costs (in IDR)
[OJK F.4]

DESKRIPSI DESCRIPTION	2025	2024	2023
Realisasi biaya lingkungan Environmental expenditure	882.941.500	623.159.632	970.386.001

Catatan | Note:

Realisasi biaya lingkungan disesuaikan dengan jumlah aktivitas proyek setiap tahunnya.

Environmental expenditures are determined in accordance with the scale and level of project activities undertaken each year.

OPTIMALISASI INTENSITAS ENERGI [OJK F.7.]

Tripatra berkomitmen mengelola konsumsi energi secara bertanggung jawab guna menurunkan intensitas energi sebesar 50% pada tahun 2030, dibandingkan dengan tahun dasar 2021. Energi listrik untuk kegiatan administratif kantor bersumber dari Perusahaan Listrik Negara (PLN), sementara kebutuhan energi untuk mobilisasi operasional, generator, dan alat berat di kantor pusat maupun lokasi proyek masih didominasi oleh penggunaan bahan bakar fosil. Berdasarkan hasil pemetaan, operasional proyek merupakan kontributor terbesar konsumsi energi Perusahaan dan menjadi fokus utama dalam penerapan efisiensi energi.

Sebagai upaya pengendalian di tingkat proyek, setiap proyek diwajibkan memiliki ESG Project Commitment Letter yang memuat inisiatif efisiensi energi dan sumber daya, termasuk penggunaan biofuel, efisiensi listrik, serta praktik operasional yang lebih ramah lingkungan. Tripatra menerapkan berbagai inisiatif penghematan energi, antara lain:

- Penggunaan lampu LED,
- Penerapan kebiasaan mematikan lampu saat tidak digunakan,
- Pemanfaatan biofuel pada sebagian besar operasional proyek, serta
- Penggunaan kendaraan operasional yang lebih efisien dan rendah emisi.

Penerapan inisiatif tersebut menunjukkan kinerja energi yang positif dan mendukung penurunan intensitas energi dibandingkan dengan tahun dasar. Untuk memastikan efektivitas dan keberlanjutan pengelolaan energi, Tripatra secara berkala melaksanakan Energy Assessment guna mengevaluasi penggunaan bahan bakar dan listrik di lokasi proyek. Hasil penilaian ini menjadi dasar bagi setiap proyek untuk melakukan perbaikan berkelanjutan dalam rangka mendukung pencapaian target ESG jangka panjang Perusahaan.

ENERGY INTENSITY OPTIMIZATION [OJK F.7]

Tripatra is committed to responsible energy management, with a target to reduce energy intensity by 50% by 2030, compared to the 2021 baseline. Currently, administrative electricity is sourced from the national grid (PLN), while operational mobilization, generators, and heavy machinery at both head office and project sites remain largely reliant on fossil fuel. Our mapping shows that field operations are the primary contributor to the Company's energy footprint, making them the central focus of our energy efficiency efforts.

To drive control at the site level, every project is required to sign an ESG Project Commitment Letter. This mandate outlines specific initiatives for energy and resource efficiency, including the adoption of biofuels, electricity conservation, and the implementation of environmentally responsible operational practices. Tripatra's energy-saving initiatives include:

- Transitioning to LED lighting,
- Switching off lighting when not in use,
- Utilizing biofuels across the majority of project operations, and
- Deploying high-efficiency, low-emission operational vehicles.

These initiatives have yielded positive energy performance and supported a reduction in energy intensity compared to the baseline year. To ensure long-term effectiveness, Tripatra conducts periodic Energy Assessments to evaluate fuel and electricity consumption at project sites. The findings from these assessments serve as a roadmap for continuous improvement, directly supporting the achievement of the Company's long-term ESG targets.

Konsumsi Energi di Dalam PerusahaanEnergy Consumption within the Company
[GRI 302-1] [OJK F.6]

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Energi tidak terbarukan Non-renewable Energy	Bensin Fuel	24.265,31	65.470	130.210
	Listrik (PLN) Electricity (PLN)	3.526.273,54	4.530.964	3.028.989
	Total	3.550.538,85	4.596.434	3.159.199
Energi terbarukan Renewable Energy	Listrik (panel surya) Electricity (solar panels)	526.914,44	677.040	452.607
Total konsumsi energi dalam perusahaan Total energy consumption within the Company	Megajoule	4.077.453,29	5.273.474	3.611.806

Catatan/Notes:

Konsumsi bensin dihitung berdasarkan penggunaan mobil operasional dan konsumsi listrik dihitung berdasarkan tagihan listrik. Data listrik dikumpulkan dalam satuan KWh dan dikonversi ke dalam satuan Megajoule sebesar 3,6. Konversi bensin ke dalam satuan Megajoule sebesar 31,67 dan konversi solar ke dalam satuan Megajoule sebesar 35,7.

Fuel consumption is calculated based on operational vehicle usage, while electricity consumption is derived from utility billing records. Electricity data is collected in kWh and converted to Megajoules using a conversion factor of 3.6. Fuel conversion factor to Megajoules are 31.67 per liter and 35.7 per liter for diesel.

Konsumsi Energi di ProyekEnergy Consumption at Project Sites
[GRI 302-2] [OJK F.6.]

JENIS ENERGI Type of Energy	SATUAN Unit	2025	2024	2023
Bensin Fuel	Megajoule	4.338.940,93	1.633.764	876.577
Bahan Bakar Diesel Diesel Fuel	Megajoule	2.956.929,72	5.877.547	241.142.302
Listrik Electricity	Megajoule	31.218.754,18	2.951.968	1.422.997
Biodiesel	Megajoule	40.399.421,83	18.548.535	121.627.648
Total	Megajoule	78.914.046,66	29.011.814*	365.069.524

Catatan/Notes:

Konsumsi bensin dihitung berdasarkan penggunaan mobil operasional dan konsumsi listrik dihitung berdasarkan tagihan listrik. Data listrik dikumpulkan dalam satuan KWh dan dikonversi ke dalam satuan Megajoule sebesar 3,6. Konversi bensin ke dalam satuan Megajoule sebesar 31,67 dan konversi solar ke dalam satuan Megajoule sebesar 35,7.

Fuel consumption is calculated based on the use of operational vehicles, and electricity consumption is calculated based on electricity bills. Electricity data is collected in kWh and converted into Megajoules using a factor of 3.6. Fuel is converted into Megajoules using a factor of 31.67, and diesel is converted using a factor of 35.7.

*Menurun secara signifikan karena selesainya Tangguh Expansion pada tahun 2023.

Decreased significantly due to the completion of the Tangguh Expansion Project in 2023.

Intensitas EnergiEnergy Intensity
[GRI 302-3] [OJK F.6]

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Total konsumsi energi Total energy consumption	Megajoule	82.991.499,95	34.285.287	368.681.330
Total jam kerja Total working hours	Manhour	11.787.724,00	5.829.215	18.409.990
Pendapatan Revenue	Rp Juta	4.074.235	4.058.144*	3.524.806*
Intensitas energi Energy intensity	MJ/Manhour	7,04	5,88 **	20,03
	MJ/juta Rupiah MJ/million Rupiah	20,37	8,45***	104,60***

Catatan/Notes:

Tripatra menggunakan metrik jam kerja karyawan (*Manhour*) dan denominator pendapatan (*revenue*) dalam jutaan Rupiah. Energi yang termasuk dalam rasio intensitas adalah energi bahan bakar minyak dan listrik. Konsumsi energi yang tercakup dalam rasio intensitas energi adalah energi yang digunakan di dalam perusahaan dan di proyek.

Tripatra uses employee work hours (Manhours) and revenue denominated in million Rupiah as metrics. The energy included in the intensity ratio consists of fuel and electricity. The energy consumption covered in the energy intensity ratio includes energy used within the company and project sites.

*Data komparatif tahun 2023 dan 2024 telah disajikan kembali sebagai hasil dari proses validasi dan penyempurnaan data.

*Comparative figures for 2023 and 2024 have been restated to reflect the results of data validation and refinement processes.

**Menurun secara signifikan karena selesainya Tangguh Expansion Project pada tahun 2023.

**Decreased significantly due to the completion of the Tangguh Expansion Project in 2023.

***Disajikan kembali menyesuaikan dengan perubahan pada data pendapatan.

***Restated to reflect changes in revenue data.



PEMANFAATAN ENERGI TERBARUKAN

[OJK F.7]

Sebagai bagian dari strategi mitigasi perubahan iklim, Tripatra secara berkelanjutan mengidentifikasi peluang transisi dari penggunaan energi berbasis fosil menuju energi terbarukan dan energi alternatif yang layak secara teknis serta memiliki nilai komersial. Pendekatan ini diterapkan dengan mempertimbangkan efisiensi operasional, kesiapan teknologi, dan keberlanjutan jangka panjang dalam mendukung kegiatan usaha Perusahaan.

Implementasi awal transisi energi telah dilakukan sejak tahun 2021 melalui pemanfaatan energi surya di kantor pusat dengan pemasangan sistem panel surya berkapasitas terpasang 250 kWp yang menghasilkan sekitar 900.000 MJ energi, yang berkontribusi terhadap pemenuhan sebagian kebutuhan listrik operasional. Selanjutnya, Perusahaan mulai mengadopsi biodiesel B35 sebagai bahan bakar alternatif pada tahun 2023, yang secara bertahap menggantikan penggunaan bahan bakar diesel untuk kegiatan operasional, khususnya di lokasi proyek.

Sepanjang tahun 2025, cakupan penggunaan energi alternatif diperluas, termasuk pemanfaatan biofuel untuk kendaraan ringan dan berat di lokasi proyek, penggunaan kendaraan listrik untuk operasional kantor pusat, serta optimalisasi sistem panel surya yang telah terpasang. Hingga akhir tahun pelaporan, kontribusi energi terbarukan dan energi alternatif mencapai 13% dari total konsumsi energi Perusahaan. Tripatra saat ini masih mengembangkan metodologi untuk mengukur kontribusi masing-masing inisiatif terhadap pengurangan konsumsi energi. Meski demikian, pengelolaan dan pemantauan energi terus diperkuat guna mendukung pencapaian target efisiensi energi jangka panjang.

THE USE OF RENEWABLE ENERGY

[OJK F.7]

As part of its climate mitigation strategy, Tripatra continuously identifies opportunities to transition from fossil fuels to renewable and alternative energy sources that are both technically feasible and commercially viable. This approach is implemented by carefully balancing operational efficiency, technological readiness, and the long-term sustainability of the Company's business activities.

The Company's energy transition journey began in 2021 with the installation of a 250 kWp solar photovoltaic system, generating approximately 900,000 MJ of renewable energy, which contributes to a portion of operational electricity needs. This was followed in 2023 by the adoption of B35 biodiesel as an alternative fuel, which is gradually replacing conventional diesel in our operations, particularly at project sites.

Throughout 2025, we expanded the scope of alternative energy use, including the deployment of biofuels for light and heavy vehicles on-site, the use of electric vehicles for head office operations, and the optimization of existing solar panels. By the end of the reporting period, renewable and alternative energy accounted for 13% of the Company's total energy consumption. The Company is currently developing a methodology to measure the contribution of individual initiatives to energy consumption reduction. Nevertheless, it continues to strengthen its energy management and monitoring practices to support the achievement of its long-term energy efficiency targets.



PENGEMBANGAN PROYEK HIJAU [OJK F.7, F.26]

Tripatra terus memperluas portofolio bisnisnya di sektor hijau melalui pengembangan berbagai proyek hijau, termasuk *Green Energy*, *Green Chemicals*, *Green Mitigation*, serta *Sustainable Aviation Fuel* (SAF), sebagai bagian dari dukungan terhadap target *Net-Zero Emissions* Indonesia. Salah satu inisiatif utama Tripatra adalah pengembangan proyek SAF berbasis limbah cair industri kelapa sawit (POME), untuk menghasilkan bahan bakar penerbangan yang lebih ramah lingkungan. Sementara itu, pengembangan proyek-proyek hijau ini mencerminkan komitmen Tripatra dalam menghadirkan solusi rekayasa yang mendukung pengurangan emisi, peningkatan nilai tambah sumber daya, serta pembangunan industri yang berkelanjutan.

Dalam memastikan pengelolaan lingkungan yang bertanggung jawab, Perusahaan mendorong penerapan standar dan sertifikasi keberlanjutan yang relevan, termasuk ISCC, RSPO, dan ISPO, sesuai kebutuhan proyek. Seluruh proyek Tripatra telah melalui proses identifikasi dan penilaian aspek serta dampak lingkungan pada setiap tahapan operasional sebagai dasar pengelolaan risiko lingkungan.

GREEN PROJECTS DEVELOPMENT [OJK F.7, F.26]

Tripatra continues to expand its business portfolio in the green sector through the development of a diverse portfolio of green projects, including Green Energy, Green Chemicals, Green Mitigation, and Sustainable Aviation Fuel (SAF) initiatives, in support of Indonesia's Net-Zero Emissions targets. One of Tripatra's key initiatives is the development of a SAF project utilizing palm oil mill effluent (POME), to produce more environmentally friendly aviation fuel. These green developments reflect Tripatra's commitment to delivering engineering solutions that drive emission reductions, enhance resource value, and foster sustainable industrial growth.

To ensure responsible environmental management, the Company promotes the adoption of relevant sustainability standards and certifications, including ISCC, RSPO, and ISPO, in accordance with project requirements. All Tripatra projects have undergone identification and assessment of environmental aspects and impacts at every operational stage as a foundation for environmental risk management.

Jumlah Proyek

Number of Projects

DESKRIPSI Description	2025
Jumlah proyek aktif Number of active projects	25
Jumlah proyek <i>commissioned</i> Number of commissioned projects	1
Jumlah proyek <i>backlog</i> Number of backlog projects	4
Jumlah proyek <i>backlog</i> terkait hidrokarbon Number of hydrocarbon-related backlog projects	4
Jumlah proyek <i>backlog</i> terkait energi terbarukan Number of renewable energy-related backlog projects	0
Jumlah proyek <i>backlog</i> yang dibatalkan terkait hidrokarbon Number of cancelled hydrocarbon-related backlog projects	0
Jumlah proyek <i>backlog</i> nonenergi yang berkaitan dengan mitigasi perubahan iklim Number of non-energy backlog projects related to climate change mitigation	0
Jumlah proyek aktif di negara-negara yang menempati 20 peringkat terendah dalam Indeks Persepsi Korupsi Transparency International Number of active projects in countries ranked among the bottom 20 in Transparency International's Corruption Perceptions Index	0
Jumlah proyek <i>backlog</i> di negara-negara yang menempati 20 peringkat terendah dalam Indeks Persepsi Korupsi Transparency International Number of backlog projects in countries ranked among the bottom 20 in Transparency International's Corruption Perceptions Index	0

STRATEGI EKONOMI SIRKULAR

Melalui Direktorat *Green Energy Development*, Tripatra mengembangkan inisiatif strategis untuk mendorong penerapan prinsip ekonomi sirkular pada industri kelapa sawit. Di tahun 2025, Tripatra menginisiasikan proyek *Sustainable Aviation Fuel* (SAF) berbahan baku *Palm Oil Mill Effluent* (POME) dan Minyak Jelantah (UCO) yang sebelumnya bernilai rendah atau yang sebelumnya tidak dimanfaatkan secara optimal menjadi produk dengan nilai tambah lebih tinggi melalui pengembangan fasilitas pemrosesan yang andal dan berkelanjutan.

Dalam pelaksanaannya, Tripatra memanfaatkan kapabilitas rekayasa dan pengalaman teknis yang dimiliki dengan menjalin kolaborasi bersama pelaku industri kelapa sawit serta industri hilirnya. Sinergi ini diharapkan dapat memperkuat rantai nilai industri sekaligus membentuk ekosistem ekonomi sirkular yang berkelanjutan dan berkontribusi bagi pembangunan rendah karbon di Indonesia.

Tripatra mengambil langkah strategis dalam transisi energi melalui pembentukan Direktorat *Green Energy Development* (GED), sebuah inisiatif yang sejalan dengan target Net-Zero Emission Indika Energy Group dan komitmen perusahaan terhadap pembangunan rendah karbon di Indonesia.

CIRCULAR ECONOMY STRATEGY

Through the Green Energy Development Directorate, Tripatra is spearheading strategic initiatives to drive the adoption of circular economy principles within the palm oil industry. In 2025, Tripatra initiated a Sustainable Aviation Fuel (SAF) project utilizing Palm Oil Mill Effluent (POME) and Used Cooking Oil (UCO) that were previously undervalued or underutilized, transforming them into high-value products through the development of reliable and sustainable processing facilities.

In executing this project, Tripatra leverages its engineering capabilities and technical expertise by fostering collaboration with palm oil industry players and their downstream sectors. This synergy is expected to strengthen the industrial value chain while establishing a circular economy ecosystem that contributes to low-carbon development in Indonesia.

Tripatra is taking a strategic step in the energy transition through the establishment of its Green Energy Development (GED) Directorate, an initiative aligned with Indika Group's zero emission target and the company's commitment to low-carbon development in Indonesia.



04

OUR FOOTPRINT



65 **Mengelola Timbunan Limbah**
Managing Waste Generation

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Water and Effluent Management

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GHG Emission Intensity Reduction





04

OUR FOOTPRINT —

Setiap kegiatan operasional Tripatra, baik di lokasi proyek maupun kantor pusat, memiliki potensi dampak terhadap lingkungan sehingga memerlukan pengelolaan yang terencana dan berkelanjutan. Pada pilar Our Footprint, Tripatra memfokuskan pengelolaan jejak lingkungannya pada dua aspek utama, yaitu pengendalian limbah dan penurunan intensitas emisi gas rumah kaca (GRK).

Tripatra telah menetapkan target terukur untuk meningkatkan kinerja lingkungan, termasuk penurunan intensitas limbah non-B3 dan pengurangan emisi GRK dari kegiatan operasional. Target dan inisiatif tersebut menjadi dasar evaluasi kinerja lingkungan Perusahaan, baik di tingkat korporasi maupun proyek, guna memastikan upaya mitigasi dampak lingkungan dilakukan secara konsisten, bertanggung jawab, dan selaras dengan tujuan jangka panjang keberlanjutan.

Selain itu, Tripatra mengelola konsumsi air yang berada dalam kendali operasionalnya dengan mengedepankan efisiensi penggunaan air dan kepatuhan terhadap persyaratan lingkungan. Perusahaan juga menerapkan berbagai inisiatif konservasi air sesuai dengan persyaratan yang diberikan oleh klien.

Every Tripatra operational activity, whether at project sites or headquarters, carries potential environmental impacts that require planned and sustainable management. Under Our Footprint pillar, Tripatra focuses its environmental stewardship on two primary areas: waste control and the reduction of Greenhouse Gas (GHG) emissions intensity.

Tripatra has established measurable targets to enhance environmental performance, including reducing non-hazardous waste intensity and cutting operational GHG emissions. These targets and initiatives serve as the benchmark for evaluating the Company's environmental performance at both the corporate and project levels. This ensures that environmental mitigation efforts are carried out consistently, responsibly, and in full alignment with our long-term sustainability goals.

In addition, Tripatra manages water consumption within its operational control by prioritizing water-use efficiency and compliance with applicable environmental requirements. The Company also implements various water conservation initiatives in accordance with client-specific requirements.



MENGELOLA TIMBULAN LIMBAH

Tripatra menerapkan kebijakan pengelolaan limbah secara terstruktur melalui Corporate Waste Management System sebagai pedoman dalam mengelola dampak lingkungan dari timbulan limbah secara bertanggung jawab. Sistem ini mencakup pengelolaan limbah secara menyeluruh, mulai dari pemilahan berdasarkan jenis, pengolahan limbah B3 dan non-B3, hingga inspeksi dan evaluasi berkala. Sebagian besar limbah bersumber dari aktivitas konstruksi sebagai kegiatan operasional utama.

Untuk menekan jumlah limbah yang berakhir di tempat pemrosesan akhir, Tripatra menerapkan pendekatan pengelolaan terpadu melalui optimalisasi operasional, digitalisasi proses administrasi, serta pengawasan ketat pengelolaan limbah konstruksi dan B3 di lokasi proyek sesuai ketentuan perundang-undangan. Tripatra juga aktif mendorong pemanfaatan kembali limbah melalui pengomposan, penggunaan ulang material konstruksi, serta kerja sama dengan bank sampah dan pengelola limbah lokal.

Kinerja pengelolaan limbah dipantau secara rutin melalui pengukuran intensitas limbah bersama pemangku kepentingan. Tripatra menargetkan penurunan intensitas limbah non-B3 ke TPA sebesar 15% pada tahun 2030 dibandingkan tahun dasar 2021, serta menetapkan target daur ulang limbah domestik dalam target ESG sebagai bagian dari komitmen keberlanjutan.

MANAGING WASTE GENERATION

Tripatra implements a structured waste management policy through its Corporate Waste Management System as a framework for responsible environmental stewardship. The system covers end-to-end waste management, including waste segregation, treatment of hazardous and non-hazardous materials, and regular inspections and evaluations. The majority of waste is generated from construction activities as the primary operational source.

To minimize waste sent to landfills, Tripatra adopts an integrated waste management approach through operational optimization, office digitalization to reduce paper consumption, and strict supervision of construction and hazardous waste at project sites in compliance with applicable regulations. Tripatra also actively promotes resource recovery through composting, reuse of construction materials, and collaboration with local waste banks and specialized waste contractors.

Waste management performance is routinely monitored through waste intensity metrics involving relevant stakeholders. Tripatra has set a target to reduce the intensity of non-hazardous waste sent to landfills by 15% by 2030 against the baseline year of 2021, along with domestic waste recycling targets within its ESG framework as part of its sustainability commitment.



Jumlah Limbah yang Dihasilkan

Amount of Generated Waste

[GRI 306-3, 306-5] [OJK F.13]

JENIS LIMBAH Type of Waste	JENIS PENGELOLAAN Management Type	SATUAN Unit	2025	2024	2023
Non B3 Non-Hazardous	Daur ulang Recycled	Metrik ton Metric ton	9,35	2,11	168
	Diolah menjadi kompos Processed into compost	Metrik ton Metric ton	1,55	0,17	527
	Insinerasi tanpa perolehan energi Non-energy recovery incineration	Metrik ton Metric ton	0	0	1.124
	Diserahkan ke pihak ketiga Handed over to third party	Metrik ton Metric ton	0	0	0
	Landfill Landfill	Metrik ton Metric ton	207,19	94,77	2.933
B3 Hazardous	Dikelola oleh pihak ketiga Managed by third party	Metrik ton Metric ton	99	56,51	534
Total limbah yang dihasilkan Total generated waste		Metrik ton Metric ton	317,09	153,56	5.286

Intensitas Limbah Non-B3

Non-hazardous Waste Intensity

DESKRIPSI Description	SATUAN Unit	BASELINE 2021	2025	2024	2023
Total limbah non-B3 yang dihasilkan Total generated non-hazardous waste	Kg Kg	5.343	218.090	97.050	4.752.000
Jumlah jam kerja Total manhour	Manhour	25.316.084	10.187.643	5.829.215	18.409.990
Intensitas limbah Waste intensity	Kg/Manhour	0,211	0,0214	0,0166	0,2581

Catatan | Note:

Total limbah tahun di 2024 menurun secara signifikan jika dibandingkan dengan tahun 2023 dikarenakan selesainya Tangguh Expansion Project.

Total waste generated in 2024 decreased significantly compared to 2023 due to the completion of the Tangguh Expansion Project.

PENGELOLAAN AIR DAN EFLUEN

[OJK F.8, F.14] [GRI 3-3, 303-1, 303-2]

Tripatra mengelola konsumsi air yang berada dalam kendali operasionalnya dengan mengedepankan efisiensi penggunaan air dan kepatuhan terhadap persyaratan lingkungan. Di kantor pusat, air diperoleh dari pasokan PDAM dan air hasil olahan IPAL gedung, sedangkan di lokasi proyek penyediaan dan pengelolaan air umumnya menjadi tanggung jawab klien atau penyedia utilitas setempat. Untuk mendukung konservasi air, Tripatra menerapkan berbagai inisiatif efisiensi penggunaan air di area operasional yang berada dalam kendalinya serta mendorong praktik penggunaan ulang air sesuai dengan fasilitas yang tersedia di lokasi proyek.

Air limbah yang dihasilkan dari fasilitas yang berada dalam kendali operasional Tripatra, seperti mess karyawan, dikelola sesuai dengan ketentuan yang berlaku untuk mencegah pencemaran lingkungan. Sementara itu, pengelolaan air limbah dan efluen pada sebagian besar lokasi proyek dilakukan oleh klien sesuai dengan pembagian tanggung jawab yang telah ditetapkan. Pada proyek yang menggunakan fasilitas pengolahan milik klien, Tripatra memastikan kepatuhan terhadap prosedur dan persyaratan pengelolaan lingkungan yang berlaku, termasuk ketentuan yang ditetapkan oleh klien.

Selama tahun pelaporan 2025, Tripatra tidak menerima pengaduan masyarakat terkait dampak lingkungan maupun insiden tumpahan limbah yang menimbulkan dampak terhadap tanah atau sumber air di seluruh wilayah operasional.

WATER AND EFFLUENT MANAGEMENT

[OJK F.8, F.14] [GRI 3-3, 303-1, 303-2]

Tripatra manages water consumption within its operational control by prioritizing water-use efficiency and compliance with applicable environmental requirements. At the head office, water is supplied through the municipal water utility (PDAM) and treated water from the building's wastewater treatment plant (WWTP), while at project sites, water supply and management are generally the responsibility of the client or the local utility provider. To support water conservation, Tripatra implements various water-efficiency initiatives across its operational areas and promotes water reuse practices where facilities are available at project sites.

Wastewater generated from facilities under Tripatra's operational control, such as employee accommodation facilities, is managed in accordance with applicable regulations to prevent environmental pollution. At most project sites, however, wastewater and effluent management are the responsibility of the client in line with the agreed allocation of responsibilities. Where client-owned treatment facilities are used, Tripatra ensures compliance with applicable environmental management procedures, regulatory requirements, and client-specific standards.

During the 2025 reporting period, Tripatra received no community complaints related to environmental impacts and recorded no waste spill incidents resulting in adverse impacts on soil or water resources across its operational areas.

Pengambilan Air Berdasarkan Sumber

Water Intake by Source

[GRI 303-3]

SUMBER Source	SATUAN Unit	2025	2024	2023
Air permukaan Surface water	Megaliter	59,22	104,25	40
Air laut Sea water	Megaliter	0	0	293
Lainnya Others	Megaliter	0	0	0
Total	Megaliter	59,22	104,25	333

Catatan | Note:

Pengambilan air laut berhenti dilakukan setelah selesainya Proyek Tangguh pada tahun 2023.

Seawater withdrawal ceased following the completion of the Tangguh Project in 2023.

Pengambilan Air Berdasarkan Jenis

Water Intake by Type

[GRI 303-3]

SUMBER Source	SATUAN Unit	2025	2024	2023
Air tawar (≤ 1.000 mg/L Total Padatan Terlarut) Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	Megaliter	59,22	104,25	40
Air lainnya (≤ 1.000 mg/L Total Padatan Terlarut) Other Water ($\leq 1,000$ mg/L Total Dissolved Solids)	Megaliter	0	0	293

PENURUNAN INTENSITAS EMISI GRK [OJK F.11] [GRI 3-3]

Penurunan intensitas emisi Gas Rumah Kaca (GRK) menjadi bagian penting dari komitmen keberlanjutan Tripatra dalam pilar ESG Our Footprint, mengingat emisi GRK berpotensi menimbulkan risiko operasional, finansial, dan reputasi, serta berdampak pada keberlangsungan bisnis jangka panjang. Oleh karena itu, Tripatra mengelola emisi GRK sebagai aspek lingkungan yang signifikan dalam kegiatan operasional dan bisnis Perusahaan.

Tripatra secara rutin melakukan pencatatan dan penghitungan emisi GRK Cakupan 1 dan 2 sebagai dasar pemantauan dan evaluasi kinerja pengurangan emisi. Perusahaan menetapkan target penurunan intensitas emisi GRK Cakupan 2 sebesar 50% pada tahun 2030 dengan tahun dasar 2021, yaitu 1,72 kg CO₂e/Manhour. Upaya pencapaian target dilakukan melalui peningkatan efisiensi operasional dan pengendalian sumber emisi utama.

Strategi pengurangan emisi difokuskan pada penekanan emisi dari penggunaan bahan bakar dan konsumsi energi, termasuk kendaraan dan peralatan proyek, genset, mesin, serta konsumsi listrik di kantor pusat dan aset Perusahaan. Tripatra mendorong penggunaan energi yang lebih ramah lingkungan, efisiensi energi, serta adopsi kendaraan rendah emisi sebagai bagian dari pengelolaan operasional yang berkelanjutan.

Selain itu, Tripatra melaksanakan inisiatif pendukung seperti program Tripatra Tanam Pohon dan penguatan praktik rendah karbon di tingkat proyek. Seluruh inisiatif tersebut dimonitor dan dievaluasi secara berkala untuk memastikan efektivitas pengelolaan emisi.

GHG EMISSION INTENSITY REDUCTION [OJK F.11] [GRI-3-]

Reducing Greenhouse Gas (GHG) emissions intensity is a cornerstone of Tripatra's sustainability commitment under Our Footprint ESG pillar. Recognizing the potential operational, financial, and reputational risks from GHG emissions that could impact long-term business continuity, Tripatra manages GHG emissions as a material environmental aspect across all corporate and operational activities.

Tripatra monitors Scope-1 and Scope-2 GHG emissions as the basis for evaluating our progress toward a low-carbon future. The Company has set a target to reduce Scope 2 GHG emissions intensity by 50% by 2030, against the 2021 baseline of 1.72 kg CO₂e/Manhour. To achieve this, we focus on enhancing operational efficiency and controlling primary emission sources.

Our reduction strategy is centered on minimizing emissions from fuel and energy consumption, including project vehicles and equipment, generators, machinery, and electricity use at head office and Company assets. Tripatra promotes the transition to cleaner energy sources, energy efficiency improvements, and the adoption of low-emission vehicles as part of our sustainable operational management.

Furthermore, Tripatra implements supporting initiatives, such as the Tripatra Tree Planting program and the reinforcement of low-carbon practices at the project level. All initiatives are monitored and evaluated periodically to ensure the effectiveness of our emissions management.

Jumlah Emisi GRK yang DihasilkanTotal Generated GHG Emissions
[GRI 305-1, 305-2]

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Emisi GRK Cakupan-1 Scope-1 GHG Emissions	Ton CO ₂ e	3.391,19	2.014,50	20.858
Emisi GRK Cakupan-2 Scope-2 GHG Emissions	Ton CO ₂ e	1.490,15	1.881,05	1.152
Total Emisi GRK Total GHG Emissions	Ton CO ₂ e	4.881,34	3.895,55	22.010

Catatan / Note:

- Gas yang termasuk dalam perhitungan adalah CO₂, CH₄, dan N₂O. Perhitungan menggunakan tahun dasar 2021. Sumber faktor emisi bahan bakar yaitu Pertamina Specification, Pedoman Perhitungan GRK Ketenagalistrikan ESDM tahun 2019 dan Intergovernmental Panel on Climate Change 2006. Sumber faktor emisi listrik yaitu Faktor Emisi GRK Ketenagalistrikan ESDM 2019. Nilai GWP yang digunakan: CO₂ = 1, CH₄ = 28, dan N₂O = 265. Nilai konversi Diesel disamakan dengan HSD (High Speed Diesel) dan referensi bersumber dari Pertamina Specification, Pedoman Perhitungan GRK Ketenagalistrikan ESDM tahun 2019.
Gases in the calculation are CO₂, CH₄, and N₂O. The calculation uses the 2021 base year. Fuel emission factor sources are Pertamina Specification, ESDM Electricity GHG Calculation Guidelines 2019, and the Intergovernmental Panel on Climate Change 2006. Electricity emission factor sources are ESDM 2019 Electricity GHG Emission Factors. Global Warming Potential (GWP) values used: CO₂ = 1, CH₄ = 28, and N₂O = 265. Diesel conversion values are equated with HSD (High Speed Diesel) and references are from Pertamina Specification, ESDM 2019 Electricity GHG Calculation Guidelines.
- Emisi biogenik dari penggunaan biodiesel belum dihitung secara terpisah.
Biogenic emissions from the use of biodiesel have not yet been calculated separately.
- Kinerja 2024 menurun secara signifikan jika dibandingkan dengan tahun 2023 dikarenakan selesainya Tangguh Expansion Project.
Performance in 2024 declined significantly compared to 2023, primarily due to the completion of the Tangguh Expansion Project.

Intensitas Emisi GRKGHG Emission Intensity
[GRI 305-4]

DESKRIPSI Description	SATUAN Unit	BASELINE 2021	2025	2024	2023
Total Emisi GRK Total GHG Emission	Ton CO ₂ e	14.912	4.881,34	3.895,55	22.010
Jumlah jam kerja Total manhour	Manhour	8.666.465	11.787.724	5.829.215	18.409.990
Pendapatan Revenue	Rp Juta	3.328.912	4.074.235	4.058.144*	3.524.806*
Intensitas emisi GRK GHG Emission Intensity	Ton CO ₂ e/Manhour	0,001721	0,00041	0,00067	0,00120
	Ton CO ₂ e/Rp Juta Ton CO ₂ e/IDR Million	0,00448	0,00120	0,00096**	0,00624**

*Data komparatif tahun 2023 dan 2024 telah disajikan kembali sebagai hasil dari proses validasi dan penyempurnaan data.

**Disajikan kembali menyesuaikan dengan perubahan pada data pendapatan.

*Comparative figures for 2023 and 2024 have been restated to reflect the results of data validation and refinement processes.

**Restated to reflect changes in revenue data.



05

OUR PEOPLE



74 **Meningkatkan Kompetensi Profesional**
Enhancing Professional Competence

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Diversity and Equal Opportunity

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Occupational Health and Safety





05

OUR PEOPLE

Karyawan merupakan aset strategis Tripatra yang berperan penting dalam mendorong inovasi, kinerja operasional, dan pencapaian tujuan bisnis. Oleh karena itu, pengembangan kompetensi, pemberian apresiasi, serta penciptaan lingkungan kerja yang mendukung menjadi landasan Perusahaan dalam membangun pertumbuhan yang berkelanjutan.

Melalui pilar Our People, Tripatra berkomitmen menciptakan lingkungan kerja yang aman, inklusif, dan budaya kerja yang beretika, sekaligus mendorong pengembangan talenta, keberagaman, serta penerapan standar keselamatan dan kesehatan kerja. Komitmen ini tercermin dalam upaya peningkatan profesionalisme, keterwakilan perempuan, serta pengendalian risiko keselamatan kerja secara berkelanjutan.

MENINGKATKAN KOMPETENSI PROFESIONAL [GRI 3-3]

Pengembangan kompetensi karyawan merupakan investasi strategis, mengingat keberhasilan bisnis Perusahaan sangat bergantung pada keahlian spesifik dalam menghadirkan solusi rekayasa yang bernilai tambah bagi klien. Oleh karena itu, Tripatra berkomitmen untuk menyediakan peluang pengembangan yang ideal untuk seluruh karyawannya. Perusahaan menyediakan program pengembangan yang secara umum terbagi dalam tiga tipe, antara lain:

Employees are Tripatra's most strategic asset, serving as a primary catalyst for innovation, operational excellence, and achievement of business objectives. Accordingly, we prioritize competency development, performance-based recognition, and a supportive corporate culture as the vital foundation for our long-term growth.

Through Our People pillar, Tripatra is committed to fostering a safe, inclusive, and ethical workplace, while promoting talent development, diversity, and the implementation of occupational health and safety standards. This commitment is reflected in our ongoing efforts to enhance professionalism, increase female representation, and maintain continuous control over occupational safety risks.

ENHANCING PROFESSIONAL COMPETENCE [GRI 3-3]

Employee competency development is a strategic investment, as the Company's business success relies heavily on specialized expertise to deliver value-added engineering solutions for our clients. Consequently, Tripatra is committed to providing ideal development opportunities for all employees. The Company's development programs are generally categorized into three types:



1

**ON-THE-JOB LEARNING**

Mempelajari lingkungan, keahlian spesifik, serta kapabilitas baru sambil melakukan pekerjaan terkait; Gaining exposure to new environments, specific skills, and new capabilities while performing related work assignments;

2

**SOCIAL LEARNING**

Metode pembelajaran melalui interaksi sosial dengan pengamatan dan/atau diskusi langsung; A learning method through social interaction, involving direct observation and/or discussion;

3

**IN-CLASS LEARNING**

Segala bentuk pembelajaran di dalam kelas, dengan sejumlah penilaian dan evaluasi (misal: pelatihan, lokakarya, dan lain - lain).

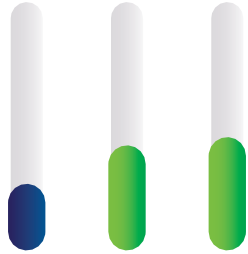
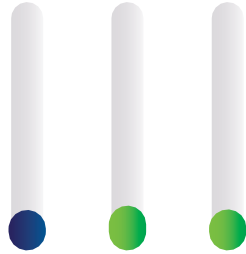
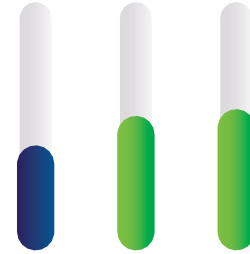
All forms of classroom-based learning involving assessments and evaluations (e.g., training, workshops, etc.)

Tripatra menggunakan Competency Dictionary sebagai acuan pengembangan kompetensi karyawan yang diselaraskan dengan strategi dan target bisnis Perusahaan. Sepanjang tahun 2025, program pelatihan difokuskan pada penguatan kemampuan *self-management*, kepemimpinan, komunikasi, teknologi, dan kompetensi teknis, dengan realisasi lebih dari 99,10% dari rencana dan total 14.220 jam pelatihan.

Selain itu, Successor Development mencapai tingkat penyelesaian 79% dengan total 5.441 jam belajar. *Future Leaders Development Program* (FLDP) bersama Indika Energy telah 100% dilaksanakan oleh 15 pemimpin terpilih, dan 91,58% Successor telah mengikuti program pengembangan.

Tripatra utilizes a Competency Dictionary as a reference for employee development, aligned with the Company's business strategies and targets. Throughout 2025, training programs focused on strengthening self-management, leadership, communication, technology, and technical competencies, achieving over 99.10% of the established plan with a total of 14,220 training hours.

Additionally, Successor Development achieved a completion rate of 79% with 5,441 learning hours. The Future Leaders Development Program (FLDP), conducted in collaboration with Indika Energy, was 100% completed by 15 selected leaders, with 91.58% of Successors participating in the development program.

Total Jam PelatihanTotal Training Hours
[GRI 404-1]**9.540 12.044,5 12.950****2025 2024 2023**Jam Pelatihan
Training Hours**Laki-laki**
Male**4.680 5.963,5 5.349****2025 2024 2023**Jam Pelatihan
Training Hours**Perempuan**
Female**14.220 18.008 18.299****2025 2024 2023**Jam Pelatihan
Training Hours**Total Jam Pelatihan**
Total Training Hours**9,70**
jam/hours**Rata-rata jam pelatihan**
karyawan laki-laki
Average training hours
for male employees**20,17**
jam/hours**Rata-rata jam pelatihan**
karyawan perempuan
Average training hours
for female employees**Total dan Rata-Rata Jam Pelatihan berdasarkan Fungsi**

Total and Average Training Hours by Job Function

FUNGSI Functions	2025		2024		2023	
	Total Jam Pelatihan Total Training Hours	Rata-Rata Average	Total Jam Pelatihan Total Training Hours	Rata-Rata Average	Total Jam Pelatihan Total Training Hours	Rata-Rata Average
CEO Office	415	13,8	1.058	13,56	1.493	25,74
Finance and Commercial	554	9,7	2.554,5	17,74	2.504	28,13
Human Capital and Transformation	585	13,60	1.272,5	35,35	2.789	71,51
Asset Solution BU	226	7,7	981	15,57	451	45,10
Engineering & Construction BU	12.310	15,03	11.916,5	13,18	11.956	17,84
Green Energy BU	130	11,08	225,5	17,35	0	0

Catatan | Note

- Fungsi yang tercantum dalam tabel di atas merupakan fungsi-fungsi yang relevan dengan kegiatan bisnis Tripatra. Green Energy Business Unit adalah unit bisnis yang baru dibentuk di tahun 2024
The functions outlined the table above are those deemed relevant to Tripatra's business operations. The Green Energy Business Unit was newly established in 2024
- Total jam pelatihan berfluktuasi mengikuti dinamika aktivitas proyek Perusahaan. Penurunan yang terjadi pada periode 2023–2025 terutama dipengaruhi oleh selesainya sejumlah proyek besar.
Total training hours varied in line with the Company's project activities. The decline from 2023 to 2025 was primarily attributable to the completion of several major projects.
- Dominasi jam pelatihan pada fungsi Engineering & Construction (E&C) sejalan dengan komposisi tenaga kerja Perusahaan, di mana sebagian besar karyawan berada pada direktorat tersebut.
The higher proportion of training hours recorded for the Engineering & Construction (E&C) function reflects the Company's workforce composition, with the majority of employees assigned to this business unit.

Pelatihan Hard SkillHard Skill Training
[GRI 404-2] [OJK F.22.]

No No	TOPIK PELATIHAN TRAINING TOPICS	JUMLAH PESERTA Number of Participants
1	EPC of Airport Aviation Fuel Facility	29
2	AWP University Sharing Session	29
3	Risk Leadership: Internalizing Risk Culture through Effective Risk Management	34
4	Data Analytic Sharing Session	11
5	General Flow Chart and Introduction of Piping Material Engineering	38
6	Valve Selection Guideline	59
7	Advanced Risk Control & Cost Analysis Training for Risk Champions	28
8	Cost Risk Analysis with Monte Carlo Simulation	34
9	Legal Mini Seminar: Introduction to Personal Data Protection based on PDP Law in Indonesia	335
10	Financial Analysis for Business Decision Making	29
11	Microsoft Excel: Intro to Power Query	47
12	Foundation Guideline	60
13	Sparks Program: Lean Six Sigma Yellow Belt Training	23
14	PPM & Project Control Risk Insight	47
15	AEC Architecture Software	56
16	[Legal Mini Seminar] Before the Project Starts: Getting Your Business License Right	25
17	Basic Piping Layout Consideration	50
18	Contract Literacy Sharing Session	94
19	Tea for Lean Construction (T4LC): Project Production Management	38
20	Function Analysis System Technique (FAST)	41
21	Offshore Facility Introduction	98
22	Sharing Session Offshore: Modelling Convention	22
23	Database Preparation (Study Case LCO2 Project)	62
24	Cost Estimate Classification System in EPC for Process Industries	43
25	Design Practice for Plot Plan & Equipment Layout (ONSHORE)	46

Pelatihan Soft Skill

Soft Skill Training

No No	TOPIK PELATIHAN TRAINING TOPICS	JUMLAH PESERTA Number of Participants
1	Assertive Communication & Negotiation	90
2	Indika Future Leaders Development Program	90
3	Creative and Critical Thinking	90
4	Tripatra Leadership Acceleration Program	10
5	Analytical Thinking & Problem Solving	90
6	E&C Workshop: Excellence in EPC Project Delivery through Implementing a New Way of Working	43
7	E&C Workshop for CSCM: Excellence in EPC Project Delivery through Implementing a New Way of Working	82
8	Strategic Communication & Partnership Development for Long-Term Success	73

Pelatihan Sustainability Related Skill

Sustainability Related Skill Training

No No	TOPIK PELATIHAN TRAINING TOPICS	JUMLAH PESERTA Number of Participants
1	[GED] - LCA Calculation Workshop Material from NextChem	12
2	Webinar HSPN: "Sampah Jadi Rupiah, Terapkan Ekonomi Sirkular di Rumah" HSPN Webinar: "Turning Waste into Wealth, Applying the Circular Economy at Home"	218
3	Clean Chemical & Ammonia in Chemical Industry	48
4	Indy Women in Action (Kartini's Day)	76
5	ESG Day - ESG & Climate Risk: Memahami Dampak, Menyiapkan Adaptasi, Menjaga Kesiapsiagaan Operasional	226
6	INDY FEST 2025	15
7	Quality Talk: Strengthening Quality Foundation for Resilient and Sustainable Future	192

PENGEMBANGAN KARIER DAN EVALUASI KINERJA KARYAWAN [GRI 3-3]

Tripatra menerapkan pendekatan terstruktur dalam perencanaan dan pengembangan karier dengan melibatkan karyawan serta pimpinan divisi/departemen, guna memastikan keselarasan antara aspirasi individu dan kebutuhan bisnis Perusahaan. Melalui dukungan Tim Human Capital, karyawan difasilitasi berbagai program pengembangan, seperti pelatihan teknis dan nonteknis, mentoring, serta coaching, yang terintegrasi dengan proses *talent mapping* dan *succession planning* untuk menyiapkan calon pemimpin masa depan.

CAREER DEVELOPMENT AND PERFORMANCE EVALUATION [GRI 3-3]

Tripatra facilitates a structured approach to career progression by fostering active collaboration between employees and departmental leadership. This ensures a strategic synergy between individual aspirations and the Company's business needs. Supported by the Human Capital Team, our workforce engages in a holistic development ecosystem, including technical training, mentoring, and coaching, all of which are integrated into talent mapping and succession planning to secure a resilient leadership pipeline.

Sebagai bagian dari pengembangan karier berkelanjutan, Tripatra menyediakan mekanisme *Internal Job Posting* (IJP) dan *internal movement* yang memungkinkan karyawan memperoleh pengalaman lintas fungsi serta memperluas kompetensi. Mekanisme ini memberikan ruang bagi karyawan untuk mengeksplorasi jalur karier yang sesuai dengan minat dan potensinya, sekaligus mendukung kebutuhan organisasi akan sumber daya manusia yang adaptif dan siap berkembang.

Evaluasi kinerja karyawan dilakukan secara berkala melalui tiga tahapan utama, yaitu penetapan sasaran (*goal setting*), tinjauan tengah tahun (*mid-year review*), dan penilaian akhir (*performance appraisal*). Proses ini dilakukan kepada seluruh karyawan berstatus permanen dan kontrak, dan menilai pencapaian KPI, penerapan nilai EPITA, serta aspek teknis lainnya, dan diterapkan secara selektif kepada karyawan tetap serta karyawan kontrak yang telah memenuhi masa kerja minimum, guna memastikan penilaian dilakukan secara objektif dan adil.

As part of its commitment to continuous career development, Tripatra provides Internal Job Posting (IJP) and internal movement mechanisms, allowing employees to gain cross-functional experience and broaden their competencies. These mechanisms provide opportunities for employees to explore career paths that align with their interests and potential, while supporting the organization's need for an adaptive and growth-oriented workforce.

Employee performance evaluations are conducted periodically through three primary stages: goal setting, mid-year review, and performance appraisal. This process applies to all permanent and contract employees, and assesses the achievement of KPIs, the implementation of EPITA values, and other technical aspects. These evaluations are applied selectively to permanent employees and fixed-term employees who have met the minimum tenure requirements, ensuring that assessments remain objective and fair.

Tinjauan Kinerja berdasarkan Jenis Kelamin

Performance Review by Gender
[GRI 404-3]

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
Berdasarkan Jenis Kelamin By Gender				
Jumlah karyawan laki-laki yang menerima tinjauan kinerja Amount of male employees who received performance review	Orang	572	683	471
Jumlah karyawan perempuan yang menerima tinjauan kinerja Amount of female employees who received performance review	Orang	192	208	142
Persentase karyawan laki-laki yang menerima tinjauan kinerja Percentage of male employees who received performance review	%	58	69	61
Persentase karyawan perempuan yang menerima tinjauan kinerja Percentage of female employees who received performance review	%	82	83	69

Persentase Tinjauan Kinerja berdasarkan Fungsi dan Jenjang Jabatan

Percentage of Performance Review by Job Function and Position Level

DESKRIPSI Description	SATUAN Unit	2025	2024	2023
 Berdasarkan Fungsi By Job Function				
CEO Office	%	4	3	3
Finance and Commercial	%	15	10	8
People, Culture, and Sustainability	%	5	3	4
Asset Solutions BU	%	7	1	1
Engineering & Construction BU	%	67	53	46
Green Energy BU	%	2	1	N/A*
 Berdasarkan Jenjang Jabatan By Position Level				
Manager	%	9	5	8
Supervisor	%	36	38	43
Staf	%	53	53	43
Non staf Non-Staff	%	2	4	6

*Green Energy Business Unit adalah unit bisnis baru yang dibentuk pada tahun 2024
Green Energy Business Unit is a new business unit formed in 2024

KEBERAGAMAN DAN PELUANG YANG SETARA

[GRI 3-3] [OJK F.18.]

Tripatra menerapkan prinsip kesetaraan dan keberagaman dengan memberikan kesempatan yang sama kepada seluruh individu tanpa diskriminasi. Perusahaan memiliki kebijakan *zero tolerance* terhadap pelecehan dan diskriminasi, serta mendorong pelaporan perilaku tidak etis melalui Kode Etik. Sepanjang tahun 2025, tidak terdapat kasus diskriminasi yang tercatat di lingkungan kerja Tripatra.

Sebagai bentuk komitmen terhadap keberagaman gender, Tripatra aktif mendukung karyawan perempuan melalui program mentoring, pelatihan, perencanaan suksesi, serta perayaan Hari Kartini dan Kebaya Day bersama Indika Group. Perusahaan juga membangun budaya keterbukaan komunikasi dan berkomitmen meningkatkan keterwakilan perempuan di posisi strategis serta mengakomodasi kebutuhan spesifik perempuan di lingkungan kerja lapangan.

DIVERSITY AND EQUAL OPPORTUNITY

[GRI 3-3][OJK F.18]

Tripatra upholds the principles of equality and diversity by providing equal opportunities for all individuals without discrimination. The Company maintains a zero-tolerance policy toward harassment and discrimination, encouraging employees to report unethical behavior through Code of Conduct channels. Throughout 2025, no incidents of discrimination were recorded within Tripatra's work environment.

As a commitment to gender diversity, Tripatra actively supports female employees through mentoring programs, training, succession planning, and celebrations such as Kartini Day and Kebaya Day in collaboration with Indika Group. The Company also fosters a culture of open communication and remains committed to increasing female representation in strategic positions while better accommodating the needs of women in field-based environments.

Sejalan dengan penguatan tata kelola ESG, Tripatra meninjau target keberlanjutan tahun 2025 dan menemukan bahwa kinerja Diversity, Equity, and Inclusion (DEI) masih memiliki ruang untuk ditingkatkan. Oleh karena itu, Perusahaan menetapkan target proporsi perempuan dalam posisi kepemimpinan menjadi 18% pada tahun 2030.



Khaldia Yustica R
Project Engineer

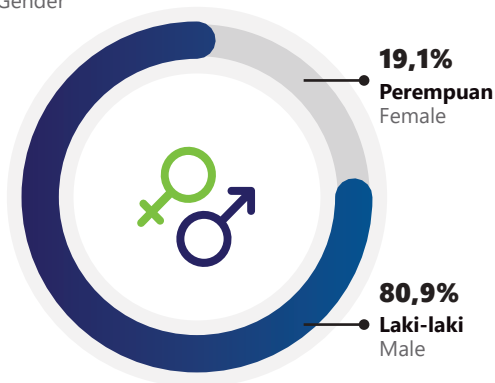
"Sejak 2022, saya telah melewati berbagai peran di Tripatra, dari transformasi digital hingga kini di Green Energy Business Unit. Tantangan sebagai perempuan di bidang engineering selalu saya sikapi secara profesional, didukung kebijakan perusahaan yang membuat saya merasa aman bekerja bahkan di lapangan. Ke depannya, saya berharap semakin banyak perempuan yang didorong untuk menempati posisi strategis di lini bisnis inti."

"Since 2022, I have navigated diverse roles at Tripatra, transitioning from digital transformation to my current position within the Green Energy Business Unit. I have always approached the challenges of being a woman in engineering with a professional mindset, supported by corporate policies that ensure I feel safe and secure even in field environments. Looking ahead, I hope to see an increasing number of women encouraged to take on strategic roles within our core business lines."

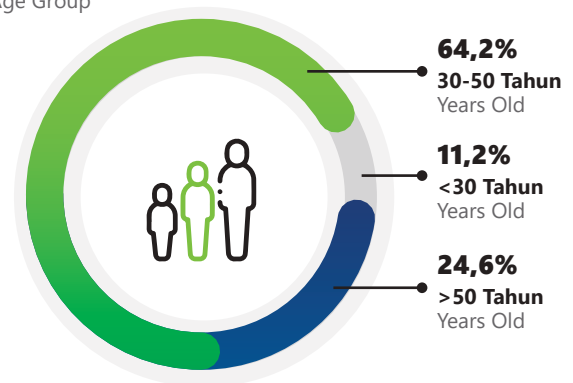
Keberagaman Karyawan

Employee Diversity
[GRI 405-1]

Berdasarkan
Jenis Kelamin
By Gender

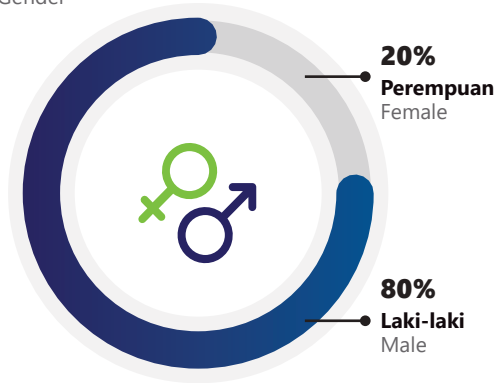


Berdasarkan
Kelompok Umur
By Age Group

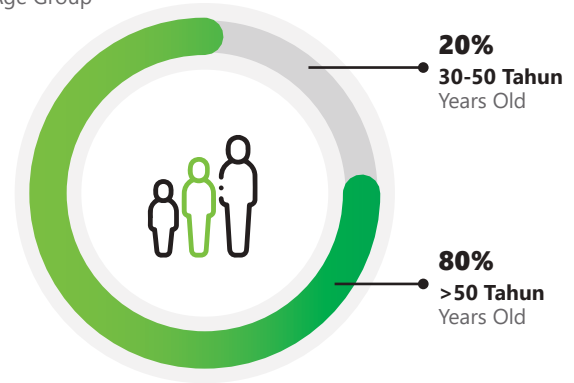


Keberagaman Dewan Komisaris Board Of Commissioners Diversity

Berdasarkan
Jenis Kelamin
By Gender

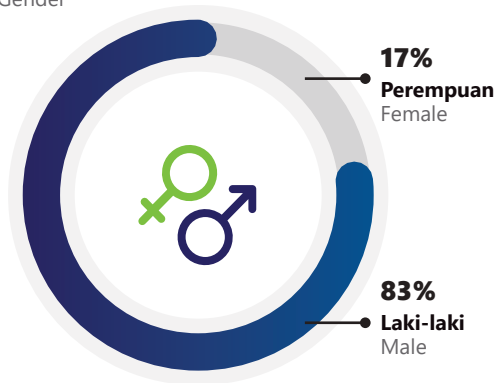


Berdasarkan
Kelompok Umur
By Age Group

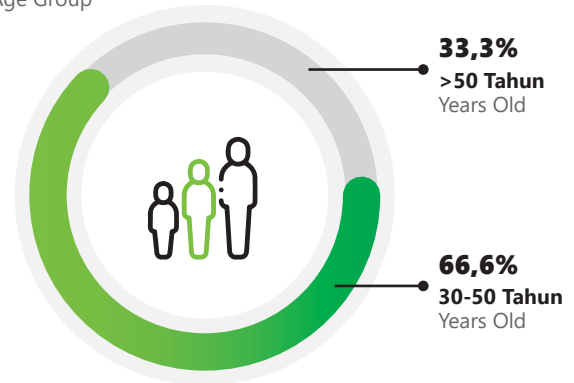


Keberagaman Direksi Board Of Directors Diversity

Berdasarkan
Jenis Kelamin
By Gender



Berdasarkan
Kelompok Umur
By Age Group



Testimoni Karyawan

Employee Testimonies



Amelia
Project Engineer

"Bergabung sejak 2023, saya berkembang dari PMO menjadi Project Engineer yang terlibat langsung dalam pengambilan keputusan. Lingkungan Tripatra yang suportif membantu saya tumbuh dalam speak up dan problem solving, sementara regulasi formal perusahaan membuat saya merasa aman bekerja di lapangan. Saya berharap keterbukaan career path ini terus dipertahankan seiring peningkatan kebijakan yang mendukung kebutuhan perempuan."

"Since joining in 2023, I have progressed from a PMO role to becoming a Project Engineer directly involved in decision-making. Tripatra's supportive environment has been instrumental in developing my confidence to speak up and my problem-solving skills, while formal corporate regulations ensure I feel safe while working in the field. I hope to see this transparent career path maintained, alongside further policy enhancements that address the specific needs of women in the workforce."



Chike Chandralela
Financial Controller
(GED)

"Bergabung sejak 2014 di bidang finance operation, saya mendapat kesempatan berpindah ke Green Energy Development Department pada November 2024. Bagi saya, diversity di Tripatra bukan sekadar slogan—rekan-rekan dengan latar belakang berbeda saling terbuka berbagi ilmu, dan sistem Internal Job Posting membuktikan bahwa perusahaan benar-benar mendukung pertumbuhan karier lintas bidang. Tantangan di lingkungan proyek pun dapat diatasi dengan komunikasi yang jelas dan komitmen, karena sekali kepercayaan terbangun, segalanya menjadi lebih mudah."

"Having joined in 2014 in finance operations, I was given the opportunity to move to the Green Energy Development Department in November 2024. For me, diversity at Tripatra is not just a slogan—colleagues from different backgrounds openly share their knowledge, and the Internal Job Posting system proves that the company genuinely supports cross-functional career growth. Challenges in the project environment can be overcome through clear communication and commitment, because once trust is established, everything becomes much easier."

KETENAGAKERJAAN

[GRI 3-3]

Tripatra melarang praktik pekerja anak dan kerja paksa di seluruh rantai nilai Perusahaan. Komitmen ini sejalan dengan Konvensi ILO No. 138 tentang Usia Minimum, Konvensi ILO No. 182 tentang Bentuk Terburuk Pekerja Anak, serta ketentuan peraturan perundang-undangan ketenagakerjaan yang berlaku di Indonesia.

Sebagai langkah pencegahan, Tripatra menetapkan batas usia minimum 18 tahun dalam proses rekrutmen. Selain itu, seluruh ketentuan ketenagakerjaan, termasuk jam kerja, upah, lembur, dan insentif, diatur secara jelas dalam Perjanjian Kerja Bersama yang berlaku bagi seluruh karyawan dan disosialisasikan sejak awal masa kerja.

Rekrutmen

Tripatra berkomitmen memberikan kesempatan kerja yang setara bagi profesional berpengalaman maupun lulusan baru melalui proses rekrutmen yang objektif dan berbasis kebutuhan bisnis, pendidikan, keahlian, serta kompetensi.

Perusahaan terus berupaya menciptakan lingkungan kerja yang kondusif dan berkelanjutan guna mendukung kesejahteraan karyawan. Sebagai bagian dari peningkatan tata kelola ketenagakerjaan, Tripatra juga menerapkan *exit interview* bagi karyawan yang mengakhiri masa kerja untuk memperoleh masukan dan memperkuat perbaikan berkelanjutan di bidang pengelolaan sumber daya manusia.

EMPLOYMENT

[GRI 3-3]

Tripatra forbids child labor and forced labor practices across its entire value chain. This commitment is in alignment with ILO Convention No. 138 on Minimum Age, ILO Convention No. 182 on the Worst Forms of Child Labour, and prevailing labor laws and regulations in Indonesia.

As a preventive measure, Tripatra mandates a minimum age of 18 years in its recruitment process. Furthermore, all employment terms, including working hours, wages, overtime, and incentives, are clearly defined in the Collective Labor Agreement, which applies to all employees and is communicated during onboarding.

Recruitment

Tripatra is committed to providing equal employment opportunities for both experienced professionals and fresh graduates through an objective recruitment process based on business needs, education, skills, and competencies.

The Company continuously strives to create a conducive and sustainable work environment to support employee well-being. As part of enhancing labor governance, Tripatra also conducts exit interviews for departing employees to gather feedback and drive continuous improvement in human resource management.

Karyawan Baru dan Pergantian Karyawan

New Employee Hires and Employee Turnover

[GRI 401-1]

DESKRIPSI Description		2025				2024				2023			
		KARYAWAN BARU New Employees		PERGANTIAN KARYAWAN Employee Turnover		KARYAWAN BARU New Employees		PERGANTIAN KARYAWAN Employee Turnover		KARYAWAN BARU New Employees		PERGANTIAN KARYAWAN Employee Turnover	
		Jumlah Total	Rate	Jumlah Total	Rate	Jumlah Total	Rate	Jumlah Total	Rate	Jumlah Total	Rate	Jumlah Total	Rate
 Berdasarkan Jenis Kelamin By Gender													
Laki-laki Male		352	29%	357	29%	445	36%	233	19%	330	34%	227	23%
Perempuan Female		37	3%	55	5%	92	7%	49	4%	68	7%	52	5%
Total		389	32%	412	34%	537	43%	282	23%	398	41%	279	28%
 Berdasarkan Usia By Age													
<30 tahun years old	Laki-laki Male	74	74%	75	72%	161	72%	40	73%	135	75%	30	58%
	Perempuan Female	26	26%	29	28%	62	28%	15	27%	44	25%	22	42%
	Jumlah Total	100	26%	104	25%	223	42%	55	20%	179	45%	52	19%
30 – 50 tahun years old	Laki-laki Male	212	95%	218	90%	238	89%	152	83%	160	89%	135	84%
	Perempuan Female	11	5%	24	10%	30	11%	32	17%	19	11%	25	16%
	Jumlah Total	223	57%	242	59%	268	50%	184	65%	179	45%	160	57%
>50 tahun years old	Laki-laki Male	66	100%	64	97%	46	100%	41	95%	35	88%	62	93%
	Perempuan Female	0	0%	2	3%	0	0%	2	5%	5	13%	5	7%
	Jumlah Total	66	17%	66	16%	46	9%	43	15%	40	10%	67	24%
Total		389	32%	412	34%	537	43%	282	23%	398	41%	279	28%

**Termasuk retirement, berakhirnya masa kontrak setelah proyek selesai, dan pengunduran diri secara sukarela.

*Including retirement, expiration of contracts upon project completion, and voluntary resignation.

Kesejahteraan

Tripatra menerapkan pengaturan kerja yang adaptif guna mendukung kenyamanan, keseimbangan kehidupan kerja, dan produktivitas karyawan. Karyawan di Head Office dan Yogyakarta Engineering Center memiliki fleksibilitas kerja secara *hybrid* sesuai dengan karakteristik pekerjaan dan kebutuhan operasional, sementara karyawan di lokasi proyek bekerja berdasarkan sistem *roster* atau *shift*. Untuk mendukung kesejahteraan fisik dan mental karyawan, Perusahaan juga menyelenggarakan program *After Business Working Hour* (ABWH) berupa dukungan rutin terhadap berbagai aktivitas olahraga serta menyediakan fasilitas olahraga yang dapat dimanfaatkan setelah jam kerja.

Selain pengaturan kerja yang fleksibel, Tripatra menjalankan berbagai inisiatif kesejahteraan karyawan, antara lain dengan memberikan cakupan asuransi kesehatan tambahan di luar ketentuan peraturan perundang-undangan, beasiswa pendidikan bagi anak karyawan, serta program penghargaan (*recognition program*) sebagai bentuk apresiasi atas kinerja dan kontribusi karyawan. Tripatra juga memberikan imbalan kerja yang kompetitif dan sesuai dengan ketentuan upah minimum, kompetensi, serta jenjang jabatan masing-masing karyawan. Kebijakan pengupahan ditinjau secara berkala setiap tahun dengan mempertimbangkan kinerja individu dan kondisi ekonomi, termasuk tingkat inflasi.

Well-being

Tripatra prioritizes employee well-being and productivity through adaptive work arrangements tailored to operational needs. Employees at the Head Office and Yogyakarta Engineering Center benefit from hybrid work flexibility tailored to their specific job roles and operational requirements, while project-site employees operate on a roster or shift system. To support physical and mental well-being, the Company organizes the After Business Working Hour (ABWH) program, providing regular support for various sports activities and maintaining on-site fitness facilities available after working hours.

Beyond flexible work arrangements, Tripatra carries out several employee welfare initiatives, including supplementary health insurance coverage exceeding statutory requirements, educational scholarships for employees' children, and recognition programs to honor performance and contributions. Tripatra also provides competitive remuneration in accordance with minimum wage regulations, individual competencies, and job levels. The Company's compensation policy is reviewed annually, taking into account individual performance and economic conditions, including inflation rates.



121,13%

Rasio upah karyawan entry level dengan Upah Minimum Provinsi Banten 2025
Ratio of Entry-Level Wages to the 2025 Banten Provincial Minimum Wage [OJK F.20.]

Catatan/Note:

UMK Tangerang Selatan 2025 = Rp4.974.392

South Tangerang 2025 minimum wage = IDR4,974,392

Manfaat yang Diberikan kepada KaryawanEmployee Benefits
[GRI 401-2]

JENIS MANFAAT Type of Benefit	KARYAWAN TETAP Permanent Employee	KARYAWAN KONTRAK Contract-Based Employee
Layanan kesehatan Health services	✓	✓
Asuransi (BPJS Kesehatan, BPJS Ketenagakerjaan) Insurance (Health Insurance, Worker Insurance)	✓	✓
Asuransi kecelakaan (BoD, Ekspatriat, dan karyawan terpilih untuk proyek) Accident insurance (BoD, Expatriates, and selected employees for projects)	✓	✓
Tunjangan disabilitas Disability coverage	✓	✓
Tunjangan makan Meal allowance	✓	✓
Cuti tahunan Annual leave	✓	✓
Cuti melahirkan Parental leave	✓	✓
Program pengakuan prestasi Performance recognition program	✓	✓
Performance-based bonus	✓	✓

Cuti Melahirkan [GRI 401-3]

Tripatra memberikan hak cuti orang tua (parental leave) kepada karyawan perempuan selama 90 hari dan karyawan laki-laki selama dua hari. Karyawan perempuan yang menjalani cuti melahirkan dijamin dapat kembali bekerja dengan posisi yang setara dengan sebelum cuti. Pada tahun 2025, seluruh karyawan yang memanfaatkan hak *parental leave* telah kembali aktif bekerja di Perseroan.

Parental Leave [GRI 401-3]

Tripatra provides parental leave entitlements consisting of 90 days for female employees and two days for male employees. Female employees taking maternity leave are guaranteed the right to return to a position equivalent to the one held prior to their leave. In 2025, all employees who utilized their parental leave entitlements have returned to active duty within the Company.

Jumlah Karyawan yang Mengambil *Parental Leave* (Orang)

Number of Employees Taking Parental Leave (Persons)

DESKRIPSI Description	2025	2024	2023
Jumlah Karyawan yang Berhak Mendapatkan <i>Parental Leave</i>* Number of Employee Entitled for Parental Leave*			
 Laki-laki Male	732	706	1.295
 Perempuan Female	107	115	107
Total	839	821	1.402
Jumlah Karyawan yang Mengambil Cuti Melahirkan (Orang) Number of Employees Taking Parental Leave (Persons)			
 Laki-laki Male	51	42	24
 Perempuan Female	10	14	11
Total	61	56	35
Jumlah Karyawan yang Kembali Bekerja pada Periode Pelaporan Setelah Cuti Melahirkan Berakhir (Orang) Number of Employees who Returned to Work in the Reporting Period After Parental Leave Ended (Persons)			
 Laki-laki Male	51	42	24
 Perempuan Female	10	14	11
Total	61	56	35
Tingkat Karyawan yang Kembali Bekerja dan Dapat Dipertahankan Setelah Mengambil Cuti Melahirkan (%) Return to Work and Retention Rates of Employees After Parental Leave (%)			
 Laki-laki Male	100%	100%	100%
 Perempuan Female	100%	100%	100%

*Angka hak cuti mencerminkan seluruh karyawan yang berhak memperoleh *parental leave* sesuai dengan kebijakan Perusahaan.
Entitlement figures represent all employees eligible under the Company's parental leave policy.

Hubungan Industrial

Tripatra menjunjung tinggi kebebasan berserikat dan hak karyawan untuk membentuk maupun bergabung dengan serikat pekerja. Walaupun hingga saat ini belum terbentuk Serikat Pekerja Tripatra, Perusahaan telah menetapkan Perjanjian Kerja Bersama (PKB) sebagai hasil kesepakatan antara perwakilan karyawan dan manajemen. PKB tersebut mengatur ketentuan ketenagakerjaan, termasuk jam kerja, upah, lembur, insentif, serta hak dan kewajiban lainnya, dan berlaku bagi seluruh karyawan. [GRI 2-30]

Industrial Relations

Tripatra upholds the freedom of association and the right of employees to form or join labor unions. Although a Tripatra Labor Union has not been established to date, the Company has implemented a Collective Labor Agreement (CLA) as a result of an agreement between employee representatives and management. The CLA regulates employment terms, including working hours, wages, overtime, incentives, as well as other rights and obligations, and is applicable to all employees. [GRI 2-30]

Hak Asasi Manusia

Tripatra berkomitmen untuk menghormati dan menjunjung tinggi Hak Asasi Manusia (HAM) sebagaimana diatur dalam Universal Declaration of Human Rights (UDHR). Komitmen tersebut diimplementasikan melalui Code of Business Conduct (COBC) yang tercantum dalam Kode Etik dan Perilaku Bisnis, dapat diakses oleh seluruh karyawan, serta berlaku bagi manajemen dan mitra usaha Perusahaan. Untuk memastikan pemahaman dan penerapan prinsip HAM, Tripatra secara berkelanjutan menyelenggarakan sosialisasi dan pelatihan, termasuk pengenalan bagi karyawan baru, kegiatan penyegaran tahunan, serta seminar Ethics Day. Perusahaan juga mendorong pelaporan atas dugaan pelanggaran HAM melalui mekanisme pelaporan Kode Etik yang tersedia.

Pada tahun 2025, Tripatra memulai perjalanan dalam penyusunan Human Rights Due Diligence sebagai langkah awal yang strategis dalam pembentukan kebijakan HAM yang lebih komprehensif di masa mendatang.

Human Rights

Tripatra is committed to respecting and upholding Human Rights as set forth in the Universal Declaration of Human Rights (UDHR). This commitment is implemented through the Code of Business Conduct (COBC), which is detailed in the Company's Code of Conduct and Business Conduct, accessible to all employees, and binding for both management and business partners. To ensure the understanding and application of human rights principles, Tripatra continuously organizes dissemination and training sessions, including orientations for new hires, annual refresher activities, and the Ethics Day Seminar. The Company also encourages the reporting of suspected human rights violations through the available Code of Conduct reporting mechanisms.

In 2025, Tripatra embarked on the development of a Human Rights Due Diligence as a strategic first step toward establishing a more comprehensive human rights policy in the future.

Demografi Karyawan

Employee Demographic
[GRI 2-7]

DESKRIPSI Description	2025		2024		2023	
	 LAKI-LAKI Male	 PEREMPUAN Female	 LAKI-LAKI Male	 PEREMPUAN Female	 LAKI-LAKI Male	 PEREMPUAN Female
Berdasarkan Jenjang Jabatan By Position Level						
Manager	63	18	73	17	47	7
Supervisor	284	54	318	55	317	60
Staf	623	152	576	166	373	119
Non-staf	13	8	21	12	37	19
Sub total	983	232	988	250	774	205
Total	1.215		1.238		979	

DESKRIPSI Description	2025		2024		2023	
	 LAKI-LAKI Male	 PEREMPUAN Female	 LAKI-LAKI Male	 PEREMPUAN Female	 LAKI-LAKI Male	 PEREMPUAN Female
Berdasarkan Kelompok Usia By Age Group						
<30 tahun years old	212	87	254	102	174	67
30 – 50 tahun years old	640	140	624	142	472	120
>50 tahun years old	131	5	110	6	128	18
Sub total	983	232	988	250	774	205
Total	1.215		1.238		979	
Berdasarkan Status Ketenagakerjaa By Employment Status						
Pegawai Tetap Permanent Employee	313	105	322	105	256	185
Pegawai Kontrak Contract-based Employee	670	127	666	145	518	20
Sub total	983	232	988	250	774	205
Total	1.215		1.238		979	
Berdasarkan Jenjang Fungsi By Function						
CEO Office	16	14	57	21	39	12
Finance & Commercial	92	44	98	46	75	39
HCT	20	19	18	18	21	20
Asset Solution	91	13	51	12	16	6
Engineering and Construction	750	138	752	152	615	128
Green Energy	14	4	12	1	8	0
Sub total	983	232	988	250	775	205
Total	1.215		1.238		979	
Berdasarkan Tingkat Pendidikan By Education Level						
S1 – S2 Bachelor's and Master's Degree	695	210	772	226	622	185
<S1 Diploma Degree	288	22	216	24	152	20
Sub total	983	232	988	250	774	205
Total	1.215		1.238		979	

Seluruh karyawan Tripatra merupakan pekerja penuh waktu yang bekerja berdasarkan ketentuan dan kesepakatan kerja yang telah disepakati bersama Perusahaan. Selain karyawan tetap, pada tahun 2025 Tripatra juga didukung oleh tenaga kerja lainnya, yang terdiri dari 82 peserta program magang serta 44 personel pendukung yang mencakup staf administrasi, *helper*, dan petugas keamanan. [GRI 2-8]

All Tripatra employees are full-time workers operating under terms and employment agreements mutually agreed upon with the Company. In addition to permanent employees, in 2025 Tripatra was also supported by other workers, consisting of 82 internship program participants and 44 support personnel, which include administrative staff, helpers, and security officers. [GRI 2-8]

KESEHATAN DAN KESELAMATAN KERJA

[GRI 3-3] [OJK F.21.]

Penerapan Kesehatan dan Keselamatan Kerja (K3) merupakan elemen fundamental dalam mendukung keberlanjutan operasional perusahaan. Melalui upaya perlindungan terhadap tenaga kerja dari risiko kecelakaan kerja dan penyakit akibat kerja, Tripatra menciptakan lingkungan kerja yang aman, sehat, dan kondusif sehingga kinerja dan produktivitas karyawan dapat terjaga secara optimal.

Sistem Manajemen K3

[GRI 403-1, 403-8]

Tripatra berkomitmen menerapkan keselamatan dan kesehatan kerja (K3) secara menyeluruh di seluruh proses bisnis melalui penerapan Sistem Manajemen K3 yang tersertifikasi ISO 45001:2018 serta pemenuhan standar nasional sesuai Peraturan Pemerintah Nomor 50 Tahun 2012 tentang Penerapan SMK3. Sistem ini diterapkan secara konsisten pada lingkup korporasi, aset, dan subkontraktor, serta mencakup seluruh individu yang bekerja di lingkungan Perusahaan, termasuk pekerja nonkaryawan, dengan mengintegrasikan prinsip manajemen risiko untuk mencegah kecelakaan kerja dan menjaga kesehatan tenaga kerja secara berkelanjutan.

OCCUPATIONAL HEALTH AND SAFETY

[GRI 3-3] [OJK F.21]

Occupational Health and Safety (OHS) is a foundational pillar of Tripatra's operational sustainability. By protecting the workforce from the risks of work-related accidents and occupational illnesses, Tripatra creates a safe, healthy, and conducive work environment that ensures employee performance and productivity are maintained at optimal levels.

OHS Management System

[GRI 403-1, 403-8]

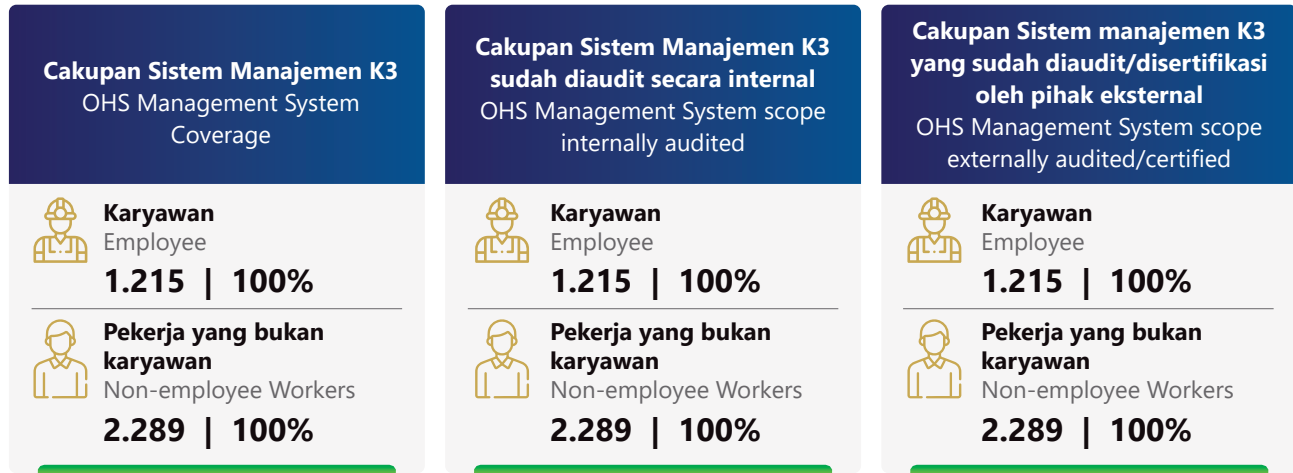
Tripatra is committed to implementing comprehensive occupational health and safety (OHS) across all business processes through the implementation of an OHS Management System certified to ISO 45001:2018, as well as compliance with national standards in accordance with Government Regulation No. 50 of 2012 on the Implementation of OHSMS. This system is consistently applied across the corporate scope, assets, and subcontractors, and covers all individuals working within the Company's environment, including non-employee workers, by integrating risk management principles to prevent work-related accidents and maintain the long-term health of the workforce.



Jumlah dan Persentase Cakupan Pekerja dalam Sistem Manajemen K3

Amount and Percentage of Workers Covered in the OHS Management System

[GRI 403-8]



Identifikasi Bahaya dan Pengelolaan Risiko K3

[GRI 403-2]

Tripatra menerapkan prosedur *Hazard Identification, Risk Assessment, and Determining Control* (HIRADC) sebagai kerangka kerja utama dalam mengidentifikasi, menilai, dan mengendalikan risiko K3 di seluruh kegiatan operasional. Setiap bahaya yang teridentifikasi dinilai tingkat risikonya dan dicatat dalam HIRADC Register, kemudian dikendalikan berdasarkan hierarki pengendalian risiko yang meliputi eliminasi, substitusi, rekayasa teknik, pengendalian administratif, dan penggunaan alat pelindung diri (APD), dengan prioritas pada pengendalian tingkat tertinggi.

Untuk memastikan efektivitas penerapan SMK3, Tripatra secara berkelanjutan meningkatkan kompetensi karyawan melalui pelatihan K3 yang disesuaikan dengan peran dan tanggung jawab masing-masing. Evaluasi terhadap pengelolaan K3, termasuk penilaian risiko bahaya, dilakukan secara berkala setiap tahun dengan mempertimbangkan perubahan aktivitas operasional serta perkembangan regulasi K3 yang berlaku di Indonesia. Risiko-risiko utama hasil penilaian tersebut, baik di tingkat operasional maupun korporat, disajikan sebagai dasar penguatan pengendalian K3 Perusahaan.

Hazard Identification and OHS Risk Management

[GRI 403-2]

Tripatra implements Hazard Identification, Risk Assessment, and Determining Control (HIRADC) procedures as the primary framework for identifying, assessing, and controlling OHS risks across all operational activities. Every identified hazard is assessed for its risk level and recorded in the HIRADC Register, then controlled based on the hierarchy of controls, which includes elimination, substitution, engineering controls, administrative controls, and the use of personal protective equipment (PPE), with priority given to the highest level of control.

To ensure the effectiveness of the OHSMS, Tripatra continuously enhances employee competency through OHS training tailored to their respective roles and responsibilities. Evaluations of OHS management, including hazard risk assessments, are conducted annually, taking into account changes in operational activities and developments in prevailing OHS regulations in Indonesia. The primary risks identified from these assessments at both the operational and corporate levels serve as the basis for strengthening the Company's OHS controls.

Risiko K3 yang Teridentifikasi dan Pengendaliannya

Identified OHS Risks and Controls
[GRI 403-7, 403-9]

JENIS RISIKO Type of Risk	PENGENDALIAN Control
1  Benda Jatuh Falling Objects	1. Training: <i>Safety info</i> terkait bahaya benda jatuh dan bekerja di ketinggian; melakukan induksi kepada karyawan. Safety info related to falling objects and working at heights; conducting inductions for employees. 2. Menyediakan Alat Pelindung Diri (APD) lengkap, termasuk helm dengan <i>chin strap</i>. Provision of complete Personal Protective Equipment (PPE), including helmet with chin strap.
2  Kebakaran dan ledakan Fire and explosions	1. Eliminasi: Melakukan tata kelola yang baik untuk memastikan tidak ada bahan yang mudah terbakar atau menyala di dekat sumber panas. Elimination: Applying proper management to ensure there are no flammable or combustible materials near heat sources. 2. Pengendalian Rekayasa: Tersedianya pencegahan dan perlindungan kebakaran. Engineering control: The availability of fire prevention and protection 3. Prosedur: Menyediakan prosedur atau rencana darurat. Procedure: Provision of emergency procedure. 4. Pelatihan / Training: • Melakukan induksi keselamatan. Conducting safety induction • Memberikan informasi keselamatan terkait keadaan darurat. Providing safety information during emergency situations • Menyediakan pelatihan pemadaman kebakaran untuk <i>Emergency Response Team</i> (ERT). Providing firefighting training for the ER team • Melakukan inspeksi secara rutin. Conducting routine inspections
3  Terpeleset dan jatuh (akibat lantai licin) Slip and falls (due to slippery floors)	1. Pengendalian Rekayasa: Menyediakan tekanan air yang sesuai untuk penggunaan keran (dengan memasang katup kontrol lokal melalui sistem <i>bypass</i> pada pipa). Engineering control: Providing appropriate water pressure for faucets (by installing local control valve through a bypass system on pipes) 2. Memberikan tanda terkait penggunaan air yang tepat, termasuk kesadaran bahaya terpeleset, tersandung, dan jatuh. Training: Providing signage regarding proper water usage, including awareness of slip, trip, and fall hazards. 3. APD: Menyediakan sandal yang sesuai (anti-slip). APD: Providing anti-slip slippers.

JENIS RISIKO Type of Risk	PENGENDALIAN Control
4  Bekerja di Ketinggian & benda jatuh Working at heights & falling objects	1. Eliminasi: Menghapus semua barang yang tidak perlu dari platform kerja untuk menghindari benda jatuh. Elimination: Removing all unnecessary items from work platforms to prevent falling objects. 2. Rekayasa Teknik: Menyediakan tangga yang sesuai, pegangan tangan, dan platform kerja yang aman serta menyediakan jaring pengaman di bawah area kerja (jika diperlukan). Engineering control: Providing proper ladders, railings, and safe platforms, and safety net (if necessary). 3. Prosedur: <i>Job Safety Analysis (JSA)</i>, pengawasan ketat, menyediakan praktik kerja yang aman untuk kegiatan ini, menyediakan pembatas atau tanda peringatan. Procedure: Job Safety Analysis (JSA), strict supervision, providing safe work practices; providing barriers or warning signs. 4. Pelatihan: Menyediakan pelatihan bekerja di ketinggian, dan mengadakan <i>toolbox meeting</i>. Training: Providing working at heights training and conducting toolbox meetings, 5. APD: Pengaman tubuh penuh, helm. APD: Full body harness, safety helmet.
5  Fatigue	1. Prosedur: Menyediakan prosedur dan/atau dokumen <i>Fatigue Management</i> yang berlaku dan disesuaikan pada setiap lokasi operasional Tripatra. Procedure: Establish and implement a Fatigue Management procedure and/or supporting documentation applicable to each of Tripatra's operational sites.

Tripatra menyediakan sistem pelaporan K3 bagi karyawan untuk menyampaikan kondisi tidak aman melalui pelaporan langsung maupun Kartu Observasi Keselamatan (OK Card), serta menjamin perlindungan bagi pelapor. Perusahaan juga menerapkan *Stop Work Authority* yang memberikan kewenangan kepada seluruh karyawan untuk menghentikan pekerjaan apabila terdapat potensi bahaya terhadap keselamatan, lingkungan, maupun peralatan.

Apabila terjadi insiden K3, Tripatra melakukan investigasi sesuai prosedur yang berlaku untuk mengidentifikasi akar penyebab kejadian. Hasil investigasi ditindaklanjuti dengan tindakan korektif yang terdokumentasi, penetapan penanggung jawab, serta pemantauan pelaksanaan. Upaya pencegahan dilakukan melalui sosialisasi, pelatihan, dan penyesuaian prosedur guna mencegah terulangnya insiden serupa.

Tripatra provides an OHS reporting system for employees to report unsafe conditions through direct reporting or Safety Observation Cards, while guaranteeing protection for whistleblowers. The Company also implements Stop Work Authority, which empowers all employees to halt work if there is potential danger to safety, the environment, or equipment.

In the event of an OHS incident, Tripatra conducts an investigation in accordance with established procedures to identify the root cause. Investigation findings are followed up with documented corrective actions, the assignment of responsible parties, and monitoring of implementation. Preventive measures are carried out through disseminations, training, and procedural adjustments to prevent recurrence.



Hayyu Rakhmia
Head of ASL
HSSE Operation
Department

"Selama 16 tahun di Tripatra, saya berkembang dari Environmental Engineer menjadi pemimpin perempuan pertama di level HSSE korporat. Kunci keberhasilan saya adalah bertransformasi dari auditor yang berfokus pada kepatuhan menjadi mitra strategis bagi tim proyek. Saya merasa didukung penuh karena budaya safety benar-benar hidup dari atas ke bawah. Bagi saya, keberagaman bukan soal pengistimewaan, melainkan tentang membangun kapasitas agar perempuan dan laki-laki bisa saling melengkapi dan menguatkan."

"In my 16 years with Tripatra, I have grown from an environmental engineer into the first woman to lead at the corporate HSSE level. I found success by transforming from a compliance-focused auditor into a strategic partner for project teams. I feel fully supported because Tripatra's safety culture is deeply ingrained at every level of leadership. I believe diversity is not about preferential treatment; it is about building capacity so that women and men can complement and empower one another."

Partisipasi, Konsultasi, dan Komunikasi K3

[GRI 403-4]

Tripatra menerapkan Sistem Manajemen K3 yang mendorong partisipasi aktif antara manajemen dan pekerja melalui Panitia Pembina K3 (P2K3) yang telah disahkan oleh instansi berwenang. P2K3 dipimpin oleh CEO di tingkat kantor pusat dan Project Manager di tingkat proyek, dengan keanggotaan yang melibatkan perwakilan karyawan dan subkontraktor. Rapat P2K3 diselenggarakan rutin setiap bulan untuk meninjau kinerja serta membahas isu dan potensi risiko K3.

Partisipasi K3 diwujudkan melalui berbagai kegiatan seperti simulasi keadaan darurat, inspeksi bersama, pelaporan potensi bahaya, program kompetensi, dan program penghargaan. Komunikasi dan konsultasi K3 difasilitasi melalui Health Talk, Rapat Komite HSSE, HSSE Forum, Toolbox Meeting, dan HSSE Weekly Meeting. Karyawan juga didorong untuk aktif mengidentifikasi dan melaporkan potensi bahaya serta memastikan seluruh aktivitas kerja sesuai prosedur keselamatan yang berlaku.

OHS Participation, Consultation, and Communication

[GRI 403-4]

Tripatra implements an OHS Management System that promotes active participation between management and workers through the OHS Committee (P2K3), which has been ratified by the relevant authorities. The P2K3 is chaired by the CEO at the head office level and by the Project Manager at the project level, with membership involving representatives from employees and subcontractors. Monthly P2K3 meetings are held regularly to review performance and address OHS issues and potential risks.

OHS participation is carried out through various activities such as emergency response simulations, joint inspections, hazard reporting, competency programs, and recognition programs. OHS communication and consultation are facilitated through Health Talks, HSSE Committee Meetings, HSSE Forums, Toolbox Meetings, and HSSE Weekly Meetings. Employees are also encouraged to actively identify and report potential hazards and ensure all work activities are conducted in accordance with applicable safety procedures.

Layanan dan Promosi Kesehatan

[GRI 403-3, 403-6]

Tripatra berkomitmen dalam mendukung kesehatan kerja karyawan dengan memberikan akses kesehatan, obat-obatan, perawatan, first aid stations, dan tenaga paramedis/dokter, baik di lokasi proyek maupun di kantor pusat. Insiden kesehatan dan keselamatan kerja yang teridentifikasi melalui fasilitas ini digunakan sebagai bahan evaluasi untuk meningkatkan SMK3 Perusahaan.

Tripatra juga menyediakan asuransi kesehatan tambahan, selain dari layanan kesehatan yang diwajibkan pemerintah. Layanan ini diberikan kepada karyawan beserta keluarganya agar dapat memperoleh layanan kesehatan yang berkualitas di lokasi terdekat kapan saja diperlukan.

Layanan serta promosi kesehatan yang rutin diberikan oleh Tripatra adalah sebagai berikut:

1. Pemeriksaan Kesehatan Pra-Kerja dan Pemeriksaan Kesehatan Berkala Tahunan (Annual MCU);
2. Konsultasi kesehatan dan rujukan ke rumah sakit untuk karyawan yang memerlukan;
3. Kegiatan donor darah dan Health Talk secara berkala sebagai bagian dari promosi kesehatan;
4. Menjalankan inisiatif Fit to Work Challenge untuk mendorong karyawan agar tetap sehat dan produktif dalam bekerja.

Beberapa inisiatif atau kegiatan untuk mendukung K3 yang terlaksana di tahun 2025, antara lain:

- Pelaksanaan pembaruan dokumen Legal and Kepatuhan Lainnya untuk mendukung pemenuhan kepatuhan Project Tripatra terhadap regulasi K3L.
- Pelaksanaan Audit HSSE Internal dan External untuk memastikan keberlangsungan HSSE Tripatra Corporate dan Project sesuai dengan SMK3 dan Standar ISO.
- Pelaksanaan Cold Eyes Review untuk melakukan inspeksi menyeluruh terhadap aspek K3L di seluruh lokasi proyek Tripatra yang diselenggarakan mengikut siklus proyek.
- Pelaksanaan *Refreshment Training* terkait *Emergency Procedure* dan praktik Pemadaman Kebakaran khusus untuk Head Office Emergency Response Team.
- Pelaksanaan Donor Darah dilakukan sebanyak 4 kali dalam tahun 2025.
- Pelaksanaan Health Talk bersama narasumber profesional dan telah dilakukan sebanyak 3 kali di tahun 2025.

Health Services and Promotion

[GRI 403-3, 403-6]

Tripatra is committed to supporting occupational health by providing access to healthcare, medication, treatment, first aid stations, and paramedics/doctors at both project sites and the head office. Health and safety incidents identified through these facilities serve as the basis for evaluation to continuously improve the Company's OHSMS.

Tripatra also provides supplementary health insurance in addition to government-mandated healthcare services. This benefit is extended to employees and their families to ensure they can access high-quality healthcare at the nearest locations whenever needed.

Tripatra provides routine health services and promotions as follows:

1. Pre-employment and Annual Medical Check-Ups (MCU);
2. Health consultations and hospital referrals for employees in need;
3. Blood donation drives and health talks as part of health promotion initiatives;
4. The "Fit to Work Challenge" initiative to encourage employees to remain healthy and productive.

Some OHS initiatives or activities implemented in 2025 include:

- Updating Legal and Other Compliance documents to support Tripatra Project's adherence to HSSE regulatory requirements.
- Conducting Internal and External HSSE Audits to ensure the continuity of Tripatra Corporate and Project HSSE in accordance with SMK3 and ISO Standards.
- Conducting Cold Eyes Reviews to perform comprehensive inspections of HSSE aspects across all Tripatra project sites, carried out in alignment with the project cycle.
- Conducting Refreshment Training on Emergency Procedures and Fire Suppression practices, designated exclusively for the Head Office Emergency Response Team.
- Conducting Blood Donation Drives held on 4 (four) occasions throughout 2025.
- Conducting Health Talks with professional speakers as resource persons.

- Pelaksanaan *Safety Leadership Training* untuk keseluruhan level Engineer, Project Manager, dan Project Senior Leader sebagai improvement dari Corporate HSSE dengan Departemen Project Execution.
- Pelaksanaan Bulan K3 Nasional di seluruh Project Tripatra termasuk Head Office.
- Pelaksanaan HSSE Forum sebagai bentuk koordinasi rutin antara HSSE Korporat dengan Tim HSSE Project

- Conducting Safety Leadership Training for all Engineer, Project Manager, and Project Senior Leader levels, as an improvement initiative from the Corporate HSSE in collaboration with the Project Execution Department.
- Conducting the National OHS Month observance across all Tripatra Projects, including the Head Office.
- Conducting the HSSE Forum as a regular coordination platform between the Head Office HSSE and Project HSSE.

Pelatihan K3

[GRI 403-5]

Tripatra secara konsisten menyelenggarakan berbagai program pelatihan Kesehatan dan Keselamatan Kerja (K3) guna memperkuat penerapan sistem K3 serta meningkatkan pemahaman dan kesadaran karyawan terhadap pentingnya pengelolaan K3. Rangkaian pelatihan yang dilaksanakan sepanjang tahun 2025 dirangkum dalam tabel berikut sebagai bagian dari upaya peningkatan kompetensi dan budaya keselamatan di lingkungan kerja.

OHS Training

[GRI 403-5]

Tripatra consistently organizes various Occupational Health and Safety (OHS) training programs to strengthen the implementation of the OHS system and to enhance employee understanding and awareness of the importance of OHS management. The series of training sessions conducted throughout 2025 are summarized in the following table as part of the efforts to improve competency and safety culture within the work environment.

Pelatihan K3

OHS Training

TOPIK PELATIHAN Training Topic	WAKTU PELAKSANAAN Implementation Date	Jumlah Peserta Total Participants
 HSSE Induction	Setiap Minggu Every week	753
 Fire Drill	22 Oktober 2025 October 22, 2025	36
 Emergency Drill	26 November 2025 November 26, 2025	Seluruh karyawan Tripatra All Tripatra employees
 First Aid	20 November 2025 November 20, 2025	12
 Safety Leadership	12 Juni 2025 12 June 2025	44

Sistem Manajemen Keselamatan Kontraktor

[GRI 403-7]

Dalam rangka pengelolaan risiko K3L, Tim HSSE telah terlibat dalam pelaksanaan *Contractor Safety Management System* (CSMS) sejak awal tahap perolehan proyek. Pada proses tender proyek baru, Tim HSSE telah terlibat dalam proses tender proyek dengan memberikan tanggapan dan penilaian terhadap persyaratan HSSE pada tahap *Pre-Qualification* (PQ) dan/atau Proposal, serta menjawab kuesioner lain untuk mendukung bisnis Tripatra, termasuk PQ untuk Subkontraktor dan Vendor. Selain itu, Tim HSSE juga melakukan penilaian HSSE untuk Subkontraktor dan Vendor pada Tahap Pra-Kualifikasi yang diselenggarakan oleh Departemen Supply Chain Management. Sepanjang tahun 2025, Tripatra telah melakukan penilaian terhadap 397 Subkontraktor dan Vendor melalui aplikasi e-Proc, sebagai bagian dari upaya memastikan pemilihan mitra kerja yang memenuhi standar K3L perusahaan.

Selama pelaksanaan proyek, penerapan CSMS terus dimonitor dan dievaluasi melalui inspeksi lapangan, pemantauan kepatuhan, evaluasi kinerja kontraktor, serta tindak lanjut atas temuan yang diidentifikasi. Pendekatan ini membantu memastikan bahwa seluruh pekerjaan dilaksanakan sesuai dengan persyaratan K3 yang berlaku, sehingga risiko kecelakaan kerja dapat diminimalkan dan keselamatan seluruh personel di area proyek tetap terjaga sepanjang siklus pelaksanaan proyek.

Target dan Capaian HSSE Leading Indicator dan Lagging Indicator

Pada tahun 2025, Tripatra menetapkan target HSSE sebagai bagian dari pengelolaan kinerja HSSE yang terintegrasi. Target tersebut dikelompokkan ke dalam indikator *Leading* dan *Lagging* guna memastikan pendekatan yang proaktif sekaligus evaluatif terhadap kinerja HSSE.

Indikator HSSE *Leading* berfokus pada upaya pencegahan dan penguatan sistem untuk meminimalkan risiko kecelakaan kerja, gangguan kesehatan, serta dampak lingkungan. Target HSSE *Leading* pada tahun 2025 antara lain:

- Jumlah observasi keselamatan
- Inspeksi lapangan manajemen (*Management Walkthrough*)
- Tindak lanjut penyelesaian hasil investigasi insiden

Contractor Safety Management System

[GRI 403-7]

In the context of HSSE risk management, the HSSE team has been involved in the implementation of the Contractor Safety Management System (CSMS) since the early stages of project acquisition. During the tendering process for new projects, the HSSE team has actively participated by providing responses and assessments of HSSE requirements at the Pre-Qualification (PQ) and/or Proposal stages, as well as responding to various other questionnaires in support of Tripatra's business interests, including PQ assessments for Subcontractors and Vendors. Furthermore, the HSSE team also conducts HSSE assessments for Subcontractors and Vendors at the Pre-Qualification stage, as organized by the Supply Chain Management Department. Throughout 2025, a total of 397 Subcontractors and Vendors have been evaluated through the e-Proc application, as part of ongoing efforts to ensure the selection of working partners who meet the Company's HSSE standards.

Throughout project execution, the implementation of the CSMS is continuously monitored and evaluated through site inspections, compliance monitoring, contractor performance evaluations, and follow-up actions on identified findings. This approach helps ensure that all work is carried out in accordance with applicable Occupational Health, Safety, and Environment (OHSE) requirements, thereby minimizing occupational safety risks and safeguarding the well-being of all personnel throughout the project lifecycle.

HSSE Leading Indicator and Lagging Indicator Targets and Achievements

In 2025, Tripatra established HSSE targets as part of an integrated HSSE performance management framework. These targets are categorized into Leading and Lagging indicators to ensure both a proactive and evaluative approach toward HSSE performance.

The HSSE Leading Indicators focus on prevention efforts and system strengthening to minimize the risk of work-related accidents, health disturbances, and environmental impacts. The HSSE Leading targets for 2025 include the following:

- Number of Safety Observations
- Management Walkthrough
- Action Closure from Incident Investigation Results

- Inspeksi higiene
- Pemantauan higiene
- Tindak lanjut penyelesaian insiden kesehatan
- Inspeksi lingkungan
- Penilaian lingkungan
- Laporan tumpahan minyak
- Rasio daur ulang limbah (*Waste Recycle Rate*)

Secara umum, HSSE *Leading* 2025 telah mencapai Objective Performance (target) dengan catatan *waste recycle rate* masih berada dibawah target (0,61) hal ini disebabkan karena keterbatasan fasilitas pengelolaan dan mitra daur ulang di beberapa proyek.

Tripatra juga memantau *lagging indicators* sebagai ukuran efektivitas sistem manajemen keselamatan. Pada tahun 2025, nilai *Lost Time Injury Rate* (LTIR) dan *Total Recordable Injury Rate* (TRIR) tetap berada di bawah ambang batas yang ditetapkan oleh *International Association of Oil & Gas Producers* (IOGP), menunjukkan bahwa kinerja keselamatan Perusahaan masih berada dalam kisaran yang lebih baik dibandingkan batas acuan industri.

Evaluasi K3

Pada tahun 2025, Tripatra mencatat satu kasus fatalitas yang terjadi kepada subkontraktor di salah satu *project site* yang berkaitan dengan pekerjaan di ketinggian. Kejadian ini telah di investigasi secara mendalam oleh tim independen. Pascakejadian, Tripatra telah melakukan berbagai perbaikan agar kejadian serupa tidak terulang. Di antaranya:

1. Penguatan sistem manajemen,
2. Penekanan kembali *Life Saving Rules* sebagai standar,
3. Penguatan peran kepemimpinan dan tanggung jawab supervisor terhadap keselamatan, dan,
4. Pelaksanaan *Cold Eyes Review* sebagai mekanisme evaluasi independent dalam pengelolaan risiko proyek.

Sepanjang periode pelaporan 2025, Tripatra tidak mencatatkan kematian yang disebabkan oleh penyakit akibat kerja yang disebabkan oleh aktivitas pekerjaan. Risiko kesehatan kerja yang teridentifikasi, seperti Noise Induced Hearing Loss (NIHL) serta Occupational Heat Stress (*heat cramps, heat exhaustion, heat rash, dan heat stroke*), dikendalikan sesuai prinsip hierarki pengendalian.

- Hygiene Inspection
- Hygiene Monitoring
- Action Closure from Health Incidents
- Environmental Inspection
- Environmental Assessment
- Oil Spill Report
- Waste Recycle Rate

In general, the 2025 HSSE Leading Indicators have achieved their Objective Performance (targets), with the exception of the Waste Recycle Rate, which remains below target at 0.61%. This shortfall is attributed to the limited availability of waste management facilities and recycling partners at several project sites.

Tripatra also monitors lagging indicators to assess the effectiveness of its occupational health and safety management system. In 2025, the Company's Lost Time Injury Rate (LTIR) and Total Recordable Injury Rate (TRIR) remained below the benchmark established by the International Association of Oil & Gas Producers (IOGP), indicating that its safety performance continued to outperform the industry reference threshold.

OHS Evaluation

In 2025, Tripatra recorded one fatality involving a subcontractor at one of its project sites, related to working-at-height activities. The incident was thoroughly investigated by an independent team. Following the incident, Tripatra implemented a series of corrective measures to prevent the recurrence of similar events, which include:

1. Strengthening management system,
2. Reinforcing compliance with the Life Saving Rules as a mandatory safety standard,
3. Strengthening supervisors' leadership and accountability for safety, and
4. Implementing the Cold Eyes Review as an independent project risk assessment mechanism.

Throughout the 2025 reporting period, Tripatra recorded no fatalities attributable to occupational diseases arising from work-related activities. Identified occupational health risks, such as Noise-Induced Hearing Loss (NIHL) and occupational heat stress (including heat cramps, heat exhaustion, heat rash, and heat stroke), are managed and controlled in accordance with the principles of the hierarchy of controls.

Total Tingkat Insiden dan Tingkat Kematian Tercatat

Total Recordable Incident Rate and Fatality Rate

[GRI 403-9]

DESKRIPSI Description		2025		2024		2023	
		Jumlah Kasus Total Cases	Rate	Jumlah Kasus Total Cases	Rate	Jumlah Kasus Total Cases	Rate
 Fatalitas Fatality							
Karyawan Employee	Tetap Permanent	0	0	0	0	0	0
	Kontrak Contract-based						
Pekerja yang bukan karyawan Non-employee workers		1	0,10	0	0	0	0
 Kecelakaan kerja dengan konsekuensi tinggi (tidak termasuk kematian) High-consequence work accidents (excluding fatalities)							
Karyawan Employee	Tetap Permanent	0	0	0	0	0	0
	Kontrak Contract-based						
Pekerja yang bukan karyawan Non-employee workers		0	0	0	0	0	0
 Kecelakaan kerja yang tercatat Recorded work accidents							
Karyawan Employee	Tetap Permanent	0	0	0	0	0	0
	Kontrak Contract-based						
Pekerja yang bukan karyawan Non-employee workers		5	0,10	1	0,03	4	0,043
 Jumlah jam kerja Total working hours							
Karyawan Employee	Tetap Permanent	2.878.952		3.750.819*		3.618.496	
	Kontrak Contract-based						
Pekerja yang bukan karyawan Non-employee workers		10.187.643		5.829.215*		15.072.833	
Total jam kerja Total working hours		13.066.595		9.580.034*		18.691.329	

Catatan | Note:

*Dinyatakan ulang karena adanya penyesuaian cakupan perhitungan
Restated due to adjustments in the scope of calculations.



06

OUR COMMUNITY



104 Dampak Terhadap Masyarakat
Impact on the Community

105 Program Tanggung Jawab Sosial
Social Responsibility Program

111 Kepuasan Pelanggan
Customer Satisfaction





06

OUR COMMUNITY

Menjalin hubungan yang konstruktif dengan masyarakat merupakan bagian integral dari tanggung jawab sosial Tripatra sekaligus upaya untuk memitigasi potensi konflik yang dapat memengaruhi keberlangsungan operasional. Sebagai salah satu pemangku kepentingan utama, masyarakat lokal dilibatkan melalui pelaksanaan program tanggung jawab sosial yang dirancang untuk mendorong kolaborasi, inovasi, dan pemberdayaan yang berkelanjutan. Tripatra berkomitmen untuk melaksanakan program CSR di seluruh lokasi proyek, khususnya pada proyek yang beroperasi dalam jangka panjang, guna memastikan terciptanya dampak positif dan nilai tambah bagi masyarakat di wilayah operasional Perusahaan.

DAMPAK TERHADAP MASYARAKAT [OJK F.23]

Kegiatan operasional Tripatra, khususnya di lokasi proyek, memiliki potensi untuk memberikan dampak sosial dan lingkungan terhadap masyarakat di sekitarnya. Dampak yang ditimbulkan dapat bersifat positif maupun negatif, bergantung pada karakteristik wilayah, jenis kegiatan, serta skala dan durasi proyek yang dijalankan. Oleh karena itu, Tripatra menyadari pentingnya pengelolaan dampak secara sistematis guna memastikan keberlangsungan operasional yang selaras dengan kepentingan masyarakat lokal.



Cultivating constructive community relations is a core component of Tripatra's social responsibility and a strategic priority to mitigate social risks that could impact operational continuity. Tripatra treats local communities as key partners, engaging them through social responsibility initiatives designed to drive collaboration, innovation, and sustainable empowerment. Tripatra is committed to delivering impactful CSR programs at all project sites with a focus on long-term operations, to ensure we create tangible shared value and a lasting positive impact in the Company's operational areas.

IMPACT ON THE COMMUNITY [OJK F.23]

Tripatra recognizes that our operational activities, especially at project sites, generate a social and environmental footprint within the surrounding communities. The nature of these impacts, whether positive or negative, is influenced by regional dynamics, the scope of work, and project duration. Consequently, a systematic impact management is imperative, ensuring our operational continuity remains in alignment with the interests and well-being of local communities.

Sebagai langkah mitigasi, Tripatra melakukan pemetaan sosial dan ekonomi sejak tahap awal pelaksanaan proyek. Pemetaan ini bertujuan untuk mengidentifikasi kelompok masyarakat yang terdampak, memahami kondisi sosial setempat, serta merumuskan strategi pengelolaan yang tepat. Melalui pendekatan ini, Perusahaan berupaya meminimalkan potensi risiko sosial sekaligus memperkuat hubungan dan kepercayaan dengan pemangku kepentingan lokal melalui komunikasi dan keterlibatan yang berkelanjutan.

Selain memperhatikan aspek sosial, operasional proyek juga berpotensi menimbulkan dampak lingkungan yang perlu dikelola secara bertanggung jawab. Untuk mengelola dampak tersebut, Tripatra menerapkan prinsip kehati-hatian dengan mengacu pada ketentuan peraturan perundang-undangan yang berlaku serta mengintegrasikan pengelolaan lingkungan ke dalam Strategi Keberlanjutan Perusahaan. Pendekatan ini mencerminkan komitmen Tripatra dalam menjalankan kegiatan usaha secara bertanggung jawab dan mendukung pembangunan berkelanjutan di wilayah operasional Perusahaan.

PROGRAM TANGGUNG JAWAB SOSIAL

Tripatra menjalin hubungan yang baik dengan masyarakat melalui pelaksanaan program Tanggung Jawab Sosial Perusahaan (CSR) sebagai upaya menciptakan nilai tambah dan mendukung pembangunan berkelanjutan. Pelaksanaan CSR berpedoman pada Corporate Social Responsibility Procedure yang mengatur mekanisme, penanggung jawab, serta tata kelola kegiatan CSR baik di Kantor Pusat maupun di lokasi proyek.

Selama periode pelaporan, seluruh lokasi proyek Tripatra telah melaksanakan program CSR yang disesuaikan dengan kebutuhan masyarakat setempat. Perusahaan melibatkan masyarakat secara aktif melalui komunikasi dan diskusi untuk mengidentifikasi isu sosial yang relevan, sehingga program yang dijalankan tepat sasaran dan memberikan manfaat jangka panjang.

Untuk memastikan efektivitas program, Tripatra melakukan pemantauan dan evaluasi secara berkala. Evaluasi dilakukan melalui laporan pengelola program maupun observasi langsung oleh Community Relations yang berinteraksi dengan masyarakat penerima manfaat, guna memastikan dampak sosial yang dihasilkan dapat terukur dan berkelanjutan.

As a mitigation measure, Tripatra conducts social and economic mapping from the early stages of project implementation. This mapping aims to identify affected community groups, understand local social conditions, and formulate appropriate management strategies. This approach enables the Company to minimize potential social risks while strengthening relationships and trust with local stakeholders through continuous communication and engagement.

In addition to social considerations, project operations also have the potential to generate environmental impacts that must be managed responsibly. To mitigate these impacts, Tripatra applies the precautionary principle, ensuring all activities remain strictly aligned with prevailing environmental regulations. By integrating these safeguards into the Company's Sustainability Strategy, we demonstrate a proactive commitment to responsible business practices and to support sustainable development within the Company's operational areas.

SOCIAL RESPONSIBILITY PROGRAM

Tripatra maintains positive relationships with the community by implementing Corporate Social Responsibility (CSR) programs as an effort to create added value and support sustainable development. These initiatives are guided by the Corporate Social Responsibility Procedure, which regulates the mechanisms, responsible parties, and governance of CSR activities at both the Head Office and project sites.

During the reporting period, all of Tripatra's project locations implemented CSR programs tailored to the needs of the local community. The Company actively engages the community through communication and discussions to identify relevant social issues, ensuring that the programs are well-targeted and provide long-term benefits.

To ensure program effectiveness, Tripatra conducts regular monitoring and evaluation. Evaluations are carried out through program management reports and direct observations by Community Relations who interact with the beneficiaries, ensuring that the resulting social impacts are measurable and sustainable.

Di tahun 2025, Tripatra telah menginvestasikan dana CSR kurang lebih sebesar Rp1,78 miliar. Nilai ini mencapai 1,12% dari nilai EBIT 2024; lebih 0,12% dari target ESG terkait Social Investment (1% dari EBIT).

In 2025, Tripatra invested approximately IDR 1.78 billion. This amount represents 1.12% of 2024 EBIT, exceeding the ESG target for Social Investment (1% of EBIT) by 0.12%.

Lima Aspek Utama Pelaksanaan CSR Tripatra Five Main Aspects of Tripatra CSR Initiatives



Lingkungan
Environment



Kesehatan
Health



Pendidikan
Education



Filantropi
Philanthropy



Sosial
Social

Program Lingkungan

Environmental Program



Sebagai wujud komitmen terhadap kelestarian lingkungan, Tripatra melaksanakan penanaman 2.200 bibit mangrove di kawasan Kali Kraton, Museum Mangrove Tarumanegara, Bekasi, berdekatan dengan area operasional proyek Tripatra. Program ini dilaksanakan bersama komunitas lokal, yaitu UPD Tarumajaya, Karang Taruna Tarumajaya, dan Pengelola Museum Mangrove Tarumanegara, serta memberikan manfaat langsung kepada sekitar 550 orang. Selain memulihkan ekosistem pesisir, program ini turut mendukung pendirian Museum Mangrove sebagai pusat edukasi lingkungan berbasis komunitas.

In line with its commitment to environmental stewardship, Tripatra planted 2,200 mangrove seedlings at the Kali Kraton area, Tarumanegara Mangrove Museum, Bekasi, in close proximity to Tripatra's project site. Implemented in collaboration with local communities, namely UPD Tarumajaya, Karang Taruna Tarumajaya, and the management of the Mangrove Museum Tarumanegara, and provided direct benefits to approximately 550 individuals. Beyond restoring the coastal ecosystem, it also supported the community's initiative to establish the Mangrove Museum as a community-based environmental education center.

Kontribusi terhadap SDGs

Contribution to SDGs



Penanganan Perubahan Iklim Climate Action

Penjelasan:

Berkontribusi pada penyerapan karbon dan mitigasi dampak perubahan iklim.
Contributes to carbon sequestration and climate change mitigation.

Selain itu, Tripatra juga menjalankan Program Daur Ulang Sampah di kantor pusat dan sejumlah lokasi operasional sebagai wujud komitmen Perusahaan terhadap pengelolaan lingkungan yang bertanggung jawab. Program ini berfokus pada pengelolaan sampah plastik dan kertas yang selanjutnya disalurkan ke bank sampah setempat untuk diolah kembali. Pada tahun 2025, total sampah di *Head Office* yang berhasil didaur ulang mencapai kurang lebih 9,35 ton, meningkat empat kali lipat dibandingkan capaian tahun 2024. Peningkatan signifikan ini mencerminkan komitmen Tripatra yang terus tumbuh dalam meminimalkan dampak lingkungan dari kegiatan operasionalnya.

Furthermore, Tripatra also implements a Waste Recycling Program across its head office and several operational sites as a tangible expression of the Company's commitment to responsible environmental management. The program focuses on the collection and management of plastic and paper waste, which is subsequently channeled to local waste banks for further processing. In 2025, the total volume of recycled waste at the Head Office reached approximately 9.35 tonnes—four times greater than the amount recorded in 2024. This significant increase reflects Tripatra's growing dedication to minimizing the environmental footprint of its operations.

Kontribusi terhadap SDGs

Contribution to SDGs



Konsumsi dan Produksi yang Bertanggung Jawab Responsible Consumption and Production

Penjelasan:

Mengurangi produksi limbah melalui daur ulang dan penggunaan kembali.
Substantially reduce waste generation through recycling and reuse.



Program Pendidikan

Education Program



Tripatra menyelenggarakan program Engineering for Teenagers sebagai bagian dari komitmen Perusahaan dalam meningkatkan literasi STEM dan memperkenalkan dunia rekayasa kepada generasi muda Indonesia. Program ini ditujukan bagi peserta didik tingkat SMP/ sederajat, dengan tujuan memperkenalkan dunia rekayasa teknik sejak dini guna menumbuhkan minat dan wawasan di bidang tersebut. Pada tahun 2025, program ini berhasil menjangkau sebanyak 47 peserta, mencerminkan komitmen Tripatra dalam berkontribusi pada peningkatan kualitas sumber daya manusia Indonesia.

Selain itu, pada tahun 2025 Tripatra juga menyelenggarakan Paper Competition yang melibatkan 100 peserta abstrak, 10 top presenters, dan 3 pemenang. Kegiatan ini bertujuan untuk mendorong pemikiran kritis serta meningkatkan kemampuan komunikasi ilmiah peserta.

Tripatra juga menyelenggarakan Program Beasiswa Tripatra Cerdaskan Anak Bangsa yang memberikan manfaat kepada 135 penerima beasiswa, mulai dari tingkat SD hingga perguruan tinggi, dengan fokus pada bidang STEM untuk jenjang pendidikan tinggi. Program ini bertujuan untuk memperluas akses pendidikan dan mendukung pengembangan talenta masa depan.

Tripatra organized the Engineering for Teenagers program as part of the Company's commitment to enhancing STEM literacy and introducing the field of engineering to Indonesia's younger generation. The program targets junior high school students, with the aim of introducing the world of engineering at an early age to foster interest and awareness in the field. In 2025, the program successfully reached 47 participants, reflecting Tripatra's commitment to contributing to the advancement of Indonesia's human capital.

In addition, in 2025 Tripatra organized a Paper Competition involving 100 abstract participants, 10 top presenters, and 3 winners. This initiative aims to foster critical thinking and enhance participants' scientific communication skills.

Tripatra implemented the Tripatra Cerdaskan Anak Bangsa Scholarship Program, benefiting 135 scholarship recipients from elementary to higher education levels, with a focus on STEM-related fields at the tertiary level. The program aims to expand access to education and support the development of future talent.

Kontribusi terhadap SDGs

Contribution to SDGs



Kualitas Pendidikan

Quality Education

Penjelasan:

Memperluas akses pendidikan non-formal di bidang teknik bagi pelajar SMP. Broadens access to non-formal engineering education for junior high school students.

Program Kesehatan

Health Program



Pada bidang kesehatan, Tripatra melaksanakan Program Tripatra Cegah Stunting yang melibatkan 130 peserta yang terdiri dari ibu dan calon ibu di wilayah Yogyakarta. Program ini dilakukan melalui penyuluhan serta pemberian paket makanan tambahan sebagai upaya meningkatkan pemahaman dan pencegahan stunting sejak dini.

Selain itu, sepanjang tahun 2025 Tripatra menyelenggarakan kegiatan donor darah yang diikuti oleh 660 peserta dan berhasil mengumpulkan lebih dari 848 kantong darah. Inisiatif ini merupakan bentuk kontribusi perusahaan dalam mendukung ketersediaan pasokan darah bagi masyarakat.

Tripatra juga menjalankan Program Tripatra Peduli – PHBS dengan memberikan penyuluhan Perilaku Hidup Bersih dan Sehat kepada 100 peserta di wilayah Lubuk Bintalo, Sumatera Selatan. Program ini turut dilengkapi dengan pembagian paket sembako guna mendukung peningkatan kesehatan dan kesejahteraan masyarakat.

Tripatra implemented the Tripatra Cegah Stunting Program, involving 130 participants consisting of mothers and expectant mothers in the Yogyakarta area. The program was conducted through educational sessions and the provision of supplementary nutrition packages to support early stunting prevention.

In addition, throughout 2025, Tripatra organized blood donation activities involving 660 participants and successfully collected more than 848 blood bags. This initiative reflects the Company's contribution to supporting the availability of blood supplies for the community.

Tripatra also carried out the Tripatra Peduli – PHBS Program by providing education on Clean and Healthy Living Behavior to 100 participants in Lubuk Bintalo, South Sumatra. The program was complemented by the distribution of basic food packages to support community health and well-being.

Kontribusi terhadap SDGs

Contribution to SDGs



Kehidupan Sehat dan Sejahtera

Good Health and Well-being

Penjelasan:

Meningkatkan kesehatan masyarakat melalui pencegahan, edukasi, dan layanan kesehatan.

Improves community health through prevention, education, and health services.

Program Filantropi

Philanthropy Program



Pada bidang filantropi, Tripatra menyalurkan dukungan kepada masyarakat melalui program Community Support & Disaster Relief and Support dengan total realisasi dana sekitar Rp700 juta, termasuk bantuan tanggap bencana untuk banjir di Sumatra. Program ini merupakan bentuk kepedulian perusahaan dalam membantu masyarakat terdampak serta mendukung pemulihan kondisi pascabencana.

In the philanthropy sector, Tripatra provided support to communities through the Community Support & Disaster Relief and Support program, with a total expenditure of approximately IDR 700 million, including disaster relief assistance for floods in Sumatra. This program reflects the Company's commitment to supporting affected communities and post-disaster recovery efforts.

Kontribusi terhadap SDGs

Contribution to SDGs



Kota dan Komunitas Berkelanjutan Sustainable Cities and Communities

Penjelasan:

Mendukung ketahanan masyarakat melalui bantuan sosial dan tanggap bencana.
Supports community resilience through social assistance and disaster relief.

Program Pengembangan Masyarakat

Pada program community development, Tripatra melaksanakan UMKM Masa Depan Batch 2 yang berfokus pada peningkatan keterampilan dan wawasan kewirausahaan bagi 15 pelaku UMKM di sekitar Duri, Riau. Selain itu, pada awal tahun 2025 dilakukan evaluasi terhadap pelaksanaan Batch 1 guna menghadirkan berbagai perbaikan pada materi dan metode pembelajaran, sehingga program menjadi lebih efektif dan tepat sasaran.

Community Development Program

Under its community development program, Tripatra implemented UMKM Masa Depan Batch 2, focusing on enhancing entrepreneurial skills and knowledge for 15 MSME participants in Duri, Riau. In early 2025, the Company also conducted an evaluation of Batch 1, resulting in improvements to the program materials and learning approach to ensure greater effectiveness and impact.

Kontribusi terhadap SDGs

Contribution to SDGs



Pekerjaan Layak dan Pertumbuhan Ekonomi

Decent Work and Economic Growth

Penjelasan:

Mendorong penguatan kapasitas dan daya saing pelaku UMKM.
Strengthens the capacity and competitiveness of MSMEs.

KEPUASAN PELANGGAN

Tripatra berkomitmen memberikan layanan berkualitas dan setara kepada seluruh klien, dengan kepuasan pelanggan sebagai indikator utama perbaikan berkelanjutan. Pengukuran dilakukan melalui Client Satisfaction Feedback Questionnaire dan saluran komunikasi resmi lainnya, dikelola oleh Tim Quality Management bersama unit kerja terkait. Pada tahun 2025, Tripatra melaksanakan survei kepuasan kepada dua klien utama melalui wawancara langsung oleh fungsi Key Account Management bersama Tim Quality dan Project Manager.

Hasil survei menunjukkan klien secara umum puas terhadap layanan Tripatra, khususnya pada aspek pengadaan, konstruksi, serta pengujian dan *commissioning*. Untuk menjaga konsistensi mutu, Tripatra menerapkan audit internal, eksternal, dan lintas fungsi, serta mempertahankan sertifikasi ISO 9001, ISO 14001, ISO 45001, dan ISO 37001. Selama periode pelaporan, tidak terdapat penarikan produk, mengingat Tripatra merupakan perusahaan penyedia jasa. [OJK F.27, F.29]

CUSTOMER SATISFACTION

Tripatra is committed to delivering high-quality and equal services to all clients, with customer satisfaction as the primary indicator for continuous improvement. Satisfaction is measured through the Client Satisfaction Feedback Questionnaire and other official channels, managed by the Quality Management Team in coordination with relevant units. In 2025, Tripatra conducted satisfaction surveys with two key clients through direct interviews by the Key Account Management function, together with the Quality Team and Project Managers.

Survey results indicated that clients were generally satisfied with Tripatra's services, particularly in procurement, construction, and testing and commissioning. To maintain quality consistency, Tripatra conducts internal, external, and cross-functional audits, while sustaining ISO 9001, ISO 14001, ISO 45001, and ISO 37001 certifications. During the reporting period, there were no product recalls, as Tripatra operates as a service provider. [OJK F.27, F.29]

07

OUR GOVERNANCE



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Stakeholder Engagement





07

OUR GOVERNANCE

Penerapan tata kelola yang baik merupakan fondasi penting bagi pertumbuhan perusahaan yang berkelanjutan dan berdaya saing. Di Tripatra, tata kelola dijalankan melalui praktik bisnis yang transparan dan akuntabel, dengan senantiasa mematuhi kebijakan serta peraturan yang berlaku, termasuk dalam pengelolaan hubungan dengan para pemangku kepentingan.

Good Corporate Governance serves as an essential foundation for sustainable and competitive business growth. At Tripatra, governance is administered through transparent and accountable business practices, consistently adhering to prevailing policies and regulations, including the management of relationships with stakeholders.

TATA KELOLA KEBERLANJUTAN

Tripatra menerapkan praktik Good Corporate Governance (GCG) yang berlandaskan prinsip transparansi, akuntabilitas, tanggung jawab, kemandirian, dan keadilan. Penerapan tata kelola keberlanjutan Tripatra berfokus pada aspek ekonomi, lingkungan, dan sosial, sejalan dengan ekspektasi pemangku kepentingan serta standar global yang berlaku.

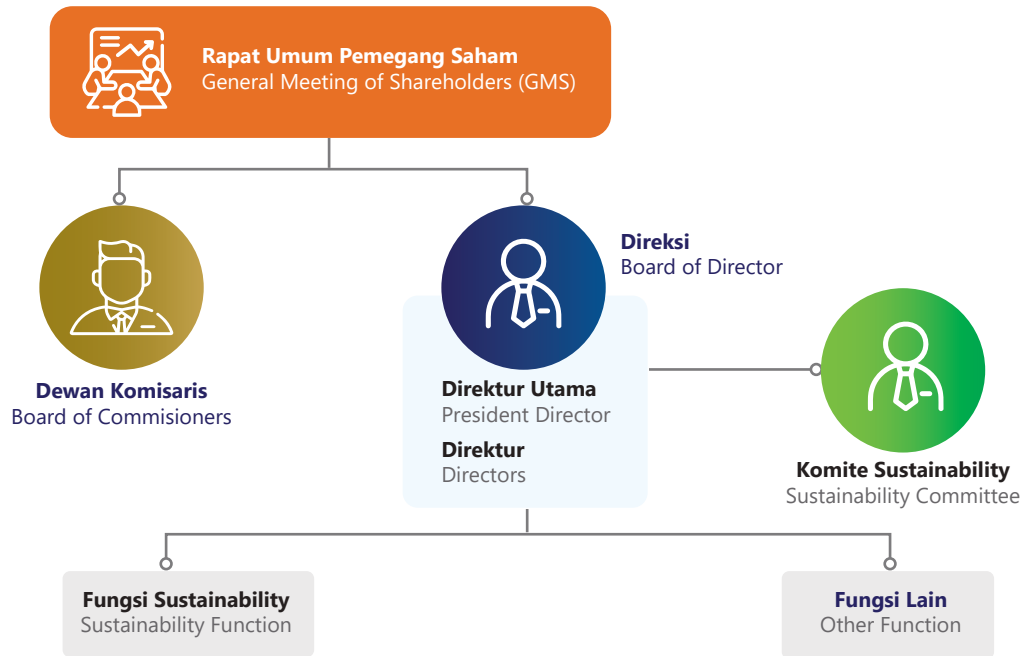
SUSTAINABILITY GOVERNANCE

Tripatra implements Good Corporate Governance (GCG) practices underpinned by the principles of transparency, accountability, responsibility, independence, and fairness. Tripatra's sustainability governance focuses on economic, environmental, and social aspects, in alignment with stakeholder expectations and prevailing global standards.



Struktur Tata Kelola Keberlanjutan [GRI 2-9]

Sustainability Governance Structure



Tripatra menerapkan struktur tata kelola yang mengacu pada Undang-Undang Perseroan Terbatas, yang mencakup Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Pengaturan ini memastikan pemisahan yang jelas antara fungsi pengawasan dan fungsi eksekutif dalam pengambilan keputusan Perusahaan.

Tripatra has established a governance structure in accordance with the Indonesian Limited Liability Company Law, comprising the General Meeting of Shareholders (GMS), the Board of Commissioners, and the Board of Directors. This governance structure ensures a clear separation between the oversight and executive functions in the Company's decision-making process.

Rapat Umum Pemegang Saham (RUPS)

RUPS merupakan organ tertinggi dalam struktur tata Kelola Tripatra, dengan kewenangan yang tidak dapat dilimpahkan kepada Dewan Komisaris maupun Direksi. RUPS menjadi forum bagi para pemegang saham untuk menetapkan keputusan strategis terkait arah bisnis dan operasional Perusahaan, termasuk pencapaian dan kinerja di bidang keberlanjutan.

General Meeting of Shareholders (GMS)

The GMS is the highest governing body in Tripatra's governance structure, with a non-delegable authority to the Board of Commissioners or Directors. The GMS serves as a forum for shareholders to make strategic decisions regarding the Company's business and operational direction, including sustainability achievements and performance.

Dewan Komisaris

Dewan Komisaris merupakan organ Perusahaan yang bertanggung jawab secara kolektif dalam melakukan pengawasan terhadap kinerja Direksi, serta memberikan arahan dan nasihat terkait strategi, kebijakan, dan operasional Perusahaan. Pada tahun 2025, terdapat perubahan susunan Dewan Komisaris Tripatra, di mana Bapak Dhira Nandana selaku Wakil Komisaris Utama digantikan oleh Bapak Joseph Pangalila. Perubahan ini ditetapkan melalui akta RUPS Tahunan tertanggal 14 April 2025.

Dalam menjalankan tugasnya, Dewan Komisaris didukung oleh berbagai komite, yaitu Komite Nominasi dan Remunerasi, Komite Audit, Risiko, dan Kepatuhan, Komite Keberlanjutan, serta Komite Proyek dan Investasi. Komite Nominasi dan Remunerasi serta Komite Audit, Risiko, dan Kepatuhan masing-masing menyelenggarakan pertemuan rutin sebanyak empat kali dalam satu tahun.

Board of Commissioners

The Board of Commissioners serves as Tripatra's collective supervisory organ, tasked with the oversight of the Board of Directors and providing strategic counsel on corporate policies and operations. In 2025, the Board underwent a leadership transition as Mr. Dhira Nandana concluded his tenure as Vice President Commissioner, with Mr. Joseph Pangalila appointed as his successor. This appointment was officially ratified through the Annual GMS Deed dated April 14, 2025.

The Board of Commissioners is supported by four committees: the Nomination and Remuneration Committee; the Audit, Risk, and Compliance Committee; the Sustainability Committee; and the Project and Investment Committee. Both the Nomination and Remuneration and the Audit, Risk, and Compliance Committees convene for formal reviews four times annually.

Komposisi Dewan Komisaris Composition of the Board of Commissioners

Dewan Komisaris

Board of Commissioners

				
KAMEN KAMENOV PALATOV	JOSEPH PANGALILA*	RETINA ROSABAI	FARID HARIANTO	HASNUL SUHAIMI
Komisaris Utama President Commissioner	Wakil Komisaris Utama Vice President Commissioner	Komisaris Commissioner	Komisaris Commissioner	Komisaris Commissioner
Usia Age 50	Usia Age 62	Usia Age 58	Usia Age 73	Usia Age 68
Periode Jabatan April 2022-2025 Tenure 2022-2025 April	Periode Jabatan April 2022-2025 Tenure 2022-2025 April	Periode Jabatan April 2023-2025 Tenure 2023-2025 April	Periode Jabatan April 2018-2025 Tenure 2018-2025 April	Periode Jabatan Agustus 2021-2025 Tenure 2021-2025 August

*Menjabat sebagai Wakil Komisaris Utama menggantikan Bapak Dhira Nandana. Perubahan jabatan ditetapkan melalui akta RUPS Tahunan tertanggal 14 April 2025.

*Appointed as Vice President Commissioner, succeeding Mr. Dhira Nandana. The change in the term of office was formalized through the Annual GMS deed dated April 14, 2025.

Direksi

Direksi merupakan organ Perusahaan yang bertanggung jawab atas perumusan dan pelaksanaan arah strategis, serta pengelolaan, pemanfaatan, dan perlindungan seluruh aset perusahaan agar selaras dengan tujuan dan kepentingan Perusahaan. Direksi juga memiliki kewenangan untuk mewakili Perusahaan dalam hubungan dengan pihak eksternal, termasuk dalam proses hukum. Dalam struktur tata kelola Perusahaan, Direktur Utama & CEO memimpin Direksi dalam pelaksanaan strategi dan pengelolaan operasional Perusahaan.

Dalam menjalankan tugas dan tanggung jawabnya, Direksi didukung oleh sejumlah komite dan fungsi pendukung, antara lain Komite Nominasi dan Remunerasi, Komite Audit, Risiko, dan Kepatuhan, Komite Keberlanjutan, Komite Proyek dan Investasi, serta Ethics and Compliance Function.

Board of Directors

The Board of Directors is the corporate organ responsible for formulating and implementing strategic direction, as well as managing, utilizing, and protecting all company assets to ensure alignment with the Company's goals and interests. The Board of Directors also holds the authority to represent the Company in relations with external parties, including legal proceedings. Within the governance structure, the President Director & CEO leads the Board of Directors in executing the Company's strategy and overseeing day-to-day management.

The Board of Directors is supported by several committees and support functions, including the Nomination and Remuneration Committee; the Audit, Risk, and Compliance Committee; the Sustainability Committee; the Project and Investment Committee; and the Ethics and Compliance Function.

Komposisi Direksi

Composition of the Board of Directors

Komposisi Direksi

Composition of the Board of Directors

					
RAYMOND NALDI RASFULDI	BENNY JULIUS JOESOEP	RIZKI AMELIA	SURAJI NUGROHO	AMRULLAH HAKIM	ANANTO WARDONO
Direktur Utama & CEO President Director & CEO	Finance & Commercial Director	People, Culture & Sustainability Director	COO Business Unit Asset Solutions	COO Business Unit Engineering & Construction	COO Business Unit Green Energy Development
Usia Age 51	Usia Age 55	Usia Age 49	Usia Age 50	Usia Age 47	Usia Age 48
Periode Jabatan April 2022-2025 Tenure 2022-2025 April	Periode Jabatan April 2021-2025 Tenure 2021-2025 April	Periode Jabatan April 2021-2025 Tenure 2021-2025 April	Periode Jabatan April 2021-2025 Tenure 2021-2025 April	Periode Jabatan April 2025-2025 Tenure 2025-2025 April	Periode Jabatan April 2023-2025 Tenure 2023-2025 April

RAPAT DEWAN KOMISARIS DAN DIREKSI

Selama periode pelaporan, Dewan Komisaris dan Direksi Tripatra menyelenggarakan 1 kali pertemuan. Pertemuan tersebut membahas, antara lain, kinerja Perusahaan selama tahun buku 2024, termasuk di dalamnya Sustainability/ESG Performance; yang menghasilkan perubahan susunan Dewan Komisaris, yakni Bapak Joseph Pangalila menggantikan Bapak Dhira Nandana sebagai Wakil Komisaris Utama.

INDEPENDENSI

Tripatra mendefinisikan independensi sebagai kondisi di mana anggota Dewan Komisaris, Direksi, maupun Komite tidak memiliki hubungan afiliasi satu sama lain, serta tidak memiliki hubungan bisnis atau kepentingan lain yang dapat memengaruhi objektivitas dan kemampuan mereka dalam menjalankan fungsi secara independen. Penetapan kriteria independensi ini mengacu pada Kode Etik dan Etika Bisnis Tripatra serta penerapan prinsip Tata Kelola Perusahaan yang Baik.

KOMITE KEBERLANJUTAN

[GRI 2-12, 2-14] [OJK E.1.]

Tripatra memiliki Komite Keberlanjutan yang terdiri dari anggota Dewan Komisaris, Direksi, serta para pimpinan yang memiliki peran dan keterkaitan langsung dengan aspek keberlanjutan.

Komite Keberlanjutan menyelenggarakan pertemuan secara berkala setiap tiga bulan. Pertemuan tersebut membahas perkembangan dan hasil pelaksanaan berbagai inisiatif keberlanjutan yang telah dijalankan. Melalui forum ini, Direksi dan Dewan Komisaris memberikan arahan, rekomendasi, serta menetapkan keputusan strategis terkait pelaksanaan inisiatif keberlanjutan di periode selanjutnya, sekaligus melakukan evaluasi atas kegiatan yang telah dilaksanakan.

Pertemuan Komite Keberlanjutan juga difokuskan pada proses identifikasi isu, penyusunan rencana aksi, serta pemantauan dan penilaian dampak terhadap aspek keberlanjutan. Selanjutnya, hasil evaluasi dan arahan Komite menjadi dasar bagi manajemen di fungsi terkait untuk melaksanakan inisiatif keberlanjutan pada kuartal berikutnya.

BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS MEETING

Throughout the reporting period, Tripatra's Board of Commissioners and Board of Directors held 1 meeting to discuss the Company's performance during the 2024 fiscal year, including its Sustainability/ESG Performance; which resulted in a change in the composition of the Board of Commissioners, with Mr. Joseph Pangalila replacing Mr. Dhira Nandana as Vice President Commissioner.

INDEPENDENCE

Tripatra defines independence as a condition in which members of the Board of Commissioners, the Board of Directors, and Committees have no affiliated relationships with one another, nor any business relationships or other interests that could compromise their objectivity and ability to perform their functions independently. The establishment of these independence criteria is guided by Tripatra's Code of Conduct and Business Ethics, as well as the application of Good Corporate Governance principles.

SUSTAINABILITY COMMITTEE

[GRI 2-12, 2-14] [OJK E.1.]

Tripatra established a Sustainability Committee which comprises members of the Board of Commissioners, the Board of Directors, and senior leaders who hold roles and direct relevance to sustainability aspects.

The Sustainability Committee holds regular meetings every three months to discuss the progress and outcomes of various ongoing sustainability initiatives. Through this forum, the Board of Directors and the Board of Commissioners provide guidance and recommendations, and make strategic decisions regarding the implementation of sustainability initiatives for the subsequent period, while simultaneously evaluating completed activities.

Sustainability Committee meetings are centered on the process of identifying issues, developing action plans, as well as monitoring and assessing impacts on sustainability aspects. The resulting evaluations and committee directives provide the strategic roadmap for functional management to execute targeted sustainability initiatives in the subsequent quarter.

Susunan anggota Komite Keberlanjutan di tahun 2025 adalah:

The composition of the Sustainability Committee in 2025 is as follows:

Anggota Komite Keberlanjutan

Official Roles within the Sustainability Committee



FARID HARIANTO
Ketua / Chair



RICKY FERNANDO
Anggota / Member



HASNUL SUHAIMI
Anggota / Member

Sementara itu, susunan pejabat penanggung jawab Komite Keberlanjutan adalah:

Meanwhile, the official roles within the Sustainability Committee is structured as follows:

Susunan Pejabat Penanggung Jawab Komite Keberlanjutan

Official Roles within the Sustainability Committee



RIZKI AMELIA

Direktur Human Capital & Transformation
Human Capital & Transformation
Directore

Ketua
Chair



BENNY JULIUS JOESOEP

Finance &
Commercial Director

Anggota
Member



ANANTO WARDONO

COO Business
Unit Green Energy
Development

Anggota
Member



IKA TUNING KARTIKA

Head of HS3E
Excellence

Anggota
Member

DELEGASI TANGGUNG JAWAB PENGELOLAAN DAMPAK [GRI 2-13]

Departemen Sustainability Excellence, yang tergabung dalam divisi Health, Safety, Security, Sustainability, and Environment, berperan sebagai koordinator utama dalam pengelolaan agenda keberlanjutan Tripatra, termasuk pengawasan atas dampak kegiatan usaha terhadap lingkungan dan sosial. Departemen ini memastikan strategi ESG Perusahaan dijalankan secara terintegrasi, dipantau secara berkelanjutan, serta dievaluasi untuk memastikan pencapaian target yang telah ditetapkan.

Implementasi inisiatif keberlanjutan dilaksanakan oleh fungsi-fungsi terkait di internal Perusahaan sesuai dengan lingkup tanggung jawab masing-masing. Kinerja dan perkembangan inisiatif keberlanjutan dilaporkan secara berkala kepada Direksi setiap bulan dan kepada Komite Keberlanjutan setiap triwulan sebagai bagian dari mekanisme tata kelola dan pengambilan keputusan.

PENINGKATAN KOMPETENSI BADAN TATA KELOLA [GRI 2-17] [OJK E.2.]

Tripatra memperkuat kapasitas organ tata kelola dan jajaran pimpinan senior melalui penyelenggaraan berbagai program pengembangan yang selaras dengan dinamika bisnis Perusahaan, khususnya pada aspek lingkungan, sosial, dan tata kelola (ESG). Sepanjang tahun 2025, Direksi Tripatra secara aktif memperluas wawasan dan jejaring profesional dengan berpartisipasi dalam berbagai seminar, lokakarya, dan forum diskusi yang membahas isu bisnis, kepemimpinan, hingga keberlanjutan, baik di tingkat nasional maupun internasional.

NOMINASI DAN SELEKSI [GRI 2-10]

Proses nominasi dan pengangkatan Dewan Komisaris dan Direksi Tripatra dilaksanakan sesuai dengan masa jabatan yang diatur dalam Anggaran Dasar Perusahaan atau berdasarkan kebutuhan yang ditetapkan oleh Pemegang Saham melalui Rapat Umum Pemegang Saham (RUPS). Nominasi dilakukan oleh masing-masing pemegang saham melalui Surat Nominasi, dan pengangkatan resmi ditetapkan dalam keputusan RUPS.

DELEGATION OF IMPACT MANAGEMENT RESPONSIBILITY [GRI 2-13]

Sustainability Excellence Department, which part of Health, Safety, Security, Sustainability, and Environment Division, serves as the primary coordinator in managing Tripatra's sustainability agenda, including overseeing the environmental and social impacts of business activities. This department ensures that the Company's ESG strategy is implemented in an integrated manner, monitored continuously, and evaluated to ensure the achievement of defined targets.

Sustainability initiatives are implemented by the respective internal functions, according to their respective scopes of responsibility. The performance and progress of these sustainability initiatives are reported periodically to the Board of Directors on a monthly basis and to the Sustainability Committee on a quarterly basis as part of the governance and decision-making mechanism.

GOVERNANCE BODY COMPETENCY ENHANCEMENT [GRI 2-17] [OJK E.2.]

Tripatra strengthens the capacity of its governance bodies and senior leadership through various development programs aligned with the Company's business dynamics, particularly regarding Environmental, Social, and Governance (ESG) aspects. Throughout 2025, Tripatra's Board of Directors actively expanded their professional insights and networks by participating in various seminars, workshops, and discussion forums addressing business issues, leadership, and sustainability at both national and international levels.

NOMINATION AND SELECTION [GRI 2-10]

The nomination and appointment of Tripatra's Board of Commissioners and Board of Directors is carried out in accordance with the term of office stipulated in the Company's Articles of Association or based on the needs determined by the Shareholders through the General Meeting of Shareholders (GMS). Nominations are submitted by each shareholder through a Nomination Letter, and official appointments are established by a GMS resolution.

Penentuan kriteria bagi Dewan Komisaris dan Direksi sepenuhnya menjadi kewenangan pemegang saham sesuai dengan ketentuan Undang-Undang Perseroan Terbatas, dengan mempertimbangkan pandangan pemangku kepentingan, keberagaman, independensi, serta kompetensi yang relevan.

Sementara itu, penunjukan anggota Komite, termasuk Komite Keberlanjutan, dilakukan oleh Dewan Komisaris melalui Keputusan Edaran Dewan Komisaris dan mengacu pada Peraturan Perusahaan yang tercantum dalam Charter of Sustainability Committee. Piagam tersebut mengatur persyaratan keanggotaan, komposisi, serta ketentuan masa jabatan.

Anggota Komite Keberlanjutan diharuskan memiliki integritas yang tinggi, pemahaman yang memadai terhadap isu keberlanjutan, mematuhi kode etik Perusahaan, berkomitmen untuk terus meningkatkan kompetensi, serta tidak memiliki hubungan bisnis yang dapat menimbulkan benturan kepentingan dengan kegiatan usaha Perusahaan.

PENGELOLAAN KONFLIK KEPENTINGAN [GRI 2-15]

Tripatra telah menetapkan kebijakan terkait konflik kepentingan sebagai bagian dari Kode Etik dan Bisnis Perusahaan. Kebijakan ini mengatur mekanisme pencegahan dan mitigasi konflik kepentingan, baik yang bersifat internal, seperti potensi konflik antarkaryawan; maupun eksternal, termasuk hubungan dengan klien, mitra usaha, dan pihak ketiga lainnya.

Informasi mengenai pengelolaan konflik kepentingan dikomunikasikan kepada pemangku kepentingan melalui berbagai bentuk pelibatan yang disesuaikan dengan karakteristik masing-masing kelompok. Perusahaan mewajibkan seluruh karyawan untuk mengambil keputusan secara profesional, rasional, dan tidak memihak dalam menjalankan tugasnya. Setiap hubungan antara karyawan dengan klien, vendor, atau subkontraktor tidak boleh memengaruhi independensi maupun proses pengambilan keputusan bisnis Perusahaan.

Sebagai bentuk komitmen terhadap integritas, setiap karyawan diwajibkan untuk mengisi dan menandatangani pakta integritas setiap tahun, termasuk mengungkapkan adanya hubungan langsung atau ikatan keluarga/pernikahan dengan klien, vendor, subkontraktor, atau pihak lain yang memiliki hubungan bisnis dengan Perusahaan.

The criteria for the Board of Commissioners and the Board of Directors is entirely within the authority of the shareholders, in accordance with the Limited Liability Company Law, taking into account stakeholder perspectives, diversity, independence, and relevant competencies.

The appointment of committee members, including the Sustainability Committee, is overseen by the Board of Commissioners via Circular Resolution. This process adheres to the governance standards established in the Charter of Sustainability Committee, which provides the definitive framework for membership qualifications, composition, and terms of office.

Members of the Sustainability Committee are required to possess high integrity, proper understanding of sustainability issues, comply with the Company's code of ethics, be committed to continuously enhancing their competence, and have no business relationships that could create a conflict of interest with the Company's business activities.

CONFLICT OF INTEREST MANAGEMENT [GRI 2-15]

Tripatra has established a conflict of interest policy as part of the Company's Code of Conduct and Business Ethics. This policy governs the prevention and mitigation mechanisms for conflicts of interest, both internal such as potential conflicts among employees, and external, including relationships with clients, business partners, and other third parties.

Information regarding the management of conflicts of interest is communicated to stakeholders through various forms of engagement tailored to the characteristics of each group. The Company requires all employees to make decisions professionally, rationally, and impartially in the performance of their duties. Any relationship between an employee and a client, vendor, or sub-contractor must not influence their independence or the Company's business decision-making process.

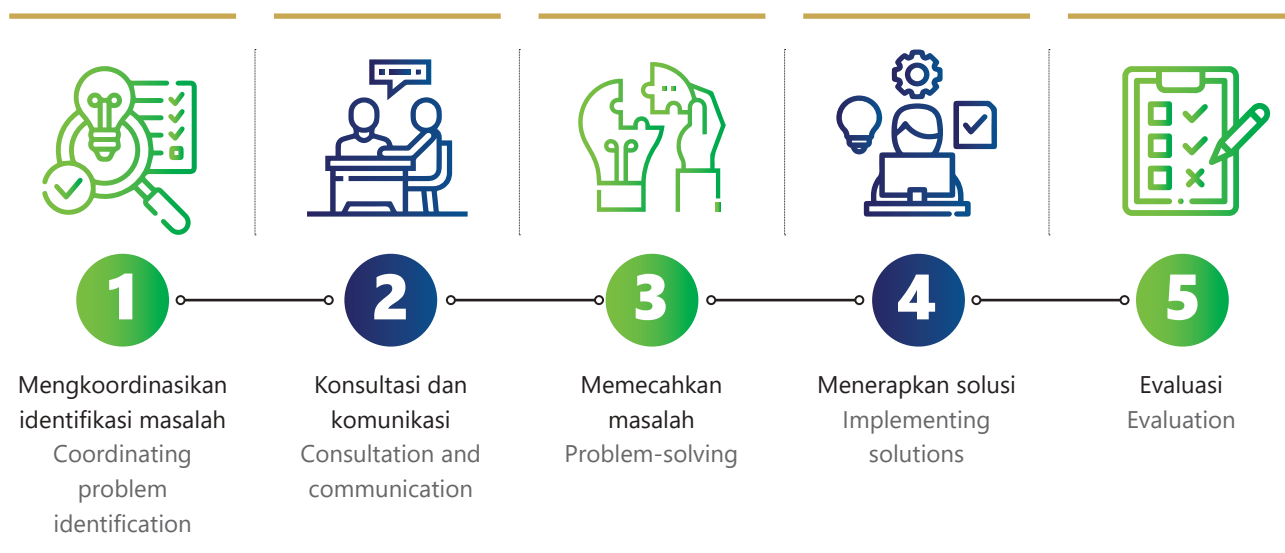
As a demonstration of its commitment to integrity, every employee is required to complete and sign an annual integrity pact, which includes disclosing any direct relationships or family/marital ties with clients, vendors, sub-contractors, or other parties that have a business relationship with the Company.

KOMUNIKASI ISU KRITIS [GRI 2-16]

Tripatra telah menetapkan mekanisme pelaporan untuk menangani isu-isu kritis yang dapat timbul dalam aktivitas bisnis maupun operasional. Karyawan yang menemukan atau menghadapi isu tersebut dapat menyampaikannya kepada atasan langsung, kepala divisi terkait, atau melalui sistem *whistleblowing* Perusahaan, yaitu T-WISE.

Sesuai dengan tingkat urgensi dan dampaknya, Kepala Divisi dapat meneruskan isu yang dilaporkan kepada Dewan Direksi, baik secara langsung maupun melalui forum rapat bulanan. Prosedur yang telah ditetapkan untuk menangani isu-isu kritis, antara lain:

Prosedur Penanganan Isu Kritis
Critical Issues Handling Procedure



Sepanjang periode pelaporan, tidak ditemukan isu kritis di lingkungan Tripatra.

COMMUNICATION OF CRITICAL CONCERNS [GRI 2-16]

Tripatra has established reporting mechanisms to handle critical issues that may arise within business or operational activities. Employees who discover or encounter such issues may report to their immediate supervisor, the relevant head of division, or through the Company's whistleblowing system, known as T-WISE.

Based on the level of urgency and impact, the Head of Division may escalate reported issues to the Board of Directors, either directly or through monthly meeting forums. The established procedures for handling critical issues include:

Throughout the reporting period, no critical issues were identified within Tripatra.

EVALUASI KINERJA BADAN TATA KELOLA [GRI 2-18]

Evaluasi kinerja badan tata kelola dilakukan setiap tahun melalui RUPS dengan mekanisme penilaian kinerja (performance appraisal) yang mengacu pada pencapaian Key Performance Indicator (KPI). Penilaian kinerja Direksi dilakukan oleh CEO Perusahaan, sementara kinerja CEO dievaluasi oleh Indika Energy selaku pemegang saham utama. Hasil evaluasi ini menjadi salah satu dasar dalam penyusunan dan pelaksanaan strategi keberlanjutan Perusahaan ke depan.

GOVERNANCE BODIES PERFORMANCE EVALUATION [GRI 2-18]

The performance of Tripatra's governance bodies is evaluated annually through the GMS through a formal appraisal mechanism anchored in Key Performance Indicators (KPIs). The Board of Directors is assessed by the CEO, while the CEO's performance is reviewed directly by Indika Energy in its capacity as the majority shareholder. The evaluation results serve as one of the foundations for the formulation and implementation of the Company's future sustainability strategy.

Selain menilai pencapaian KPI, proses evaluasi juga mencakup berbagai aspek tata kelola dan pengawasan, antara lain kepemimpinan, tanggung jawab sosial, inovasi, pengelolaan hubungan dengan pemangku kepentingan, kinerja hukum dan keuangan, pertumbuhan bisnis, manajemen risiko, kinerja individu, termasuk kinerja keberlanjutan, serta kepatuhan terhadap Kode Etik dan Bisnis.

REMUNERASI [GRI 2-20]

Tripatra menetapkan kebijakan remunerasi dengan mempertimbangkan kualifikasi, kompetensi, serta aspek lain yang relevan dengan peran dan tanggung jawab individu di dalam Perusahaan. Dalam proses perumusannya, Tripatra juga memperhatikan pandangan serta kebijakan dari pemangku kepentingan dan investor. Penyusunan kebijakan remunerasi ini dilakukan secara internal tanpa melibatkan pihak ketiga independen.

Untuk mendukung pelaksanaan fungsi nominasi dan remunerasi secara efektif, Tripatra membentuk Komite Nominasi dan Remunerasi yang berada di bawah Dewan Komisaris. Komite ini berperan dalam memberikan rekomendasi terkait nominasi dan remunerasi, serta melaksanakan pertemuan secara rutin sebanyak empat kali dalam satu tahun.

KODE ETIK [GRI 2-23]

Tripatra memiliki Kode Etik dan Prosedur Bisnis Perusahaan yang berlaku bagi seluruh karyawan, manajemen, serta badan tata Kelola. Kode Etik ini menjadi pedoman perilaku bagi seluruh insan Tripatra, termasuk dalam berinteraksi dengan para pemangku kepentingan.

Penghormatan terhadap Hak Asasi Manusia serta penerapan uji tuntas (due diligence) untuk bisnis yang bertanggung jawab, mulai dari upaya pencegahan hingga penanganan pelanggaran, merupakan bagian integral dari Kode Etik dan Prosedur Bisnis Tripatra. Selain itu, Kode Etik dan Bisnis Tripatra juga mengatur berbagai topik penting lainnya, antara lain:

Beyond KPI achievements, the evaluation process also covers various aspects of governance and oversight, including leadership, social responsibility, innovation, stakeholder relationship management, legal and financial performance, business growth, risk management, individual performance-including sustainability performance-as well as compliance with the Code of Conduct and Business Ethics.

REMUNERATION [GRI 2-20]

Tripatra's remuneration policy is structured to reflect the specific qualifications, competencies, and professional responsibilities inherent to each role. In developing this framework, the Company integrates the perspectives and policies of key stakeholders and investors. This policy is formulated entirely through internal processes, without the engagement of independent third-party consultants.

To support the effective execution of nomination and remuneration functions, Tripatra has established a Nomination and Remuneration Committee under the Board of Commissioners. This committee is tasked with providing recommendations regarding nominations and remuneration, and holds regular meetings four times a year.

CODE OF ETHICS [GRI 2-23]

Tripatra has established a Code of Conduct and Business Procedures applicable to all employees, management, and governance bodies. This policy serves as a behavioral guideline, including for interactions with stakeholders.

Respect for Human Rights and the implementation of due diligence for responsible business, ranging from prevention to the handling of violations, are integral parts of Tripatra's Code of Ethics and Business Procedures. Furthermore, the Code also covers various other critical topics, including:

- Prinsip dasar dan kebijakan Perusahaan;
- Kebijakan kesetaraan kesempatan kerja, serta pencegahan pelecehan dan diskriminasi;
- Kebijakan benturan kepentingan;
- Kebijakan pemberian hadiah dan hiburan;
- Kebijakan terkait informasi kepemilikan;
- Pengelolaan aset fisik dan intelektual;
- Pengelolaan dokumen, prosedur akuntansi, dan pengendalian internal; serta
- Kebijakan terkait penyalahgunaan alkohol dan obat-obatan.

KOMUNIKASI KODE ETIK

Kode Etik disosialisasikan kepada seluruh karyawan sejak awal bergabung dengan Perusahaan. Setiap individu diwajibkan untuk menyatakan komitmen kepatuhan melalui penandatanganan Pakta Integritas. Selain itu, Tripatra mewajibkan seluruh karyawan untuk mengikuti program pelatihan tahunan terkait Kode Etik dan Nilai-Nilai Perusahaan sebagai bagian dari upaya pencegahan pelanggaran. Pada tahun 2025, seluruh karyawan Tripatra telah menandatangani Pakta Integritas dan menerima sosialisasi Kode Etik.

Penerapan Kode Etik juga diberlakukan kepada mitra usaha Tripatra guna memastikan perilaku etis dalam seluruh hubungan komersial di sepanjang rantai pasok. Sebelum terdaftar sebagai mitra, Tripatra mewajibkan penandatanganan supplier ethics policy serta mengkomunikasikan ketentuan Kode Etik secara menyeluruh. Pada tahun 2025, seluruh vendor Tripatra telah menandatangani *Supplier Ethics Policy*.

Karyawan dapat berkonsultasi atau menyampaikan pertanyaan terkait penerapan Kode Etik dan Bisnis kepada Ethics Compliance Function Tripatra, baik secara langsung maupun melalui surat elektronik. Selain itu, karyawan didorong untuk melaporkan indikasi pelanggaran Kode Etik melalui manajemen atau sistem pelaporan pelanggaran (*Whistleblowing System*) Perusahaan, yaitu T-WISE. [GRI 2-26]

- Basic principles and policies;
- Equal employment opportunity policies, as well as the prevention of harassment and discrimination;
- Conflict of interest policies;
- Gifts and entertainment policies;
- Proprietary information policies;
- Management of physical and intellectual assets;
- Management of documents, accounting procedures, and internal controls; and
- Alcohol and drug abuse policies.

CODE OF ETHICS COMMUNICATION [GRI 2-24]

Tripatra's Code of Ethics is seamlessly integrated into the employee lifecycle, starting from the point of induction. Every individual must formalize their commitment to these standards by signing an Integrity Pact. To strengthen our culture of prevention, Tripatra mandates annual training on the Code of Ethics and Corporate Values for all personnel. In 2025, every Tripatra employee has signed the Integrity Pact and received the required Code of Ethics dissemination program.

Tripatra extends the mandate of its Code of Ethics to all business partners, ensuring that ethical behavior remains a cornerstone of our commercial relationships across the entire supply chain. Every partner must undergo a thorough orientation on our Code of Ethics and formalize their commitment by signing the Supplier Ethics Policy. In 2025, all Tripatra vendors has signed the supplier ethics policy.

Employees may consult or raise questions regarding the application of the Code of Ethics and Business Procedures to Tripatra's Ethics & Compliance Function, either in person or via email. Additionally, employees are encouraged to report any indications of Code of Ethics violations through management or the Company's Whistleblowing System, T-WISE.

KEPATUHAN TERHADAP HUKUM DAN PERATURAN [GRI 2-23, 2-25, 2-27]

Tripatra menjalankan kegiatan usahanya dengan berlandaskan kepada kepatuhan terhadap hukum dan peraturan yang berlaku. Dalam kondisi di mana ketentuan peraturan belum tersedia atau belum mengatur secara spesifik, Perusahaan mengedepankan prinsip kehati-hatian sebagai wujud tanggung jawab dalam menjalankan usaha. Selain itu, Tripatra juga memperhatikan norma dan etika yang berlaku guna mencegah potensi dampak negatif yang dapat timbul dari aktivitas bisnis Perusahaan.

Selama periode pelaporan, Tripatra tidak menghadapi kasus ketidakpatuhan terhadap hukum dan peraturan, serta tidak mengalami kejadian pengerjaan ulang maupun kerugian finansial yang timbul akibat proses hukum yang berkaitan dengan pelaksanaan proyek.

REGULATORY COMPLIANCE [GRI 2-23, 2-25, 2-27]

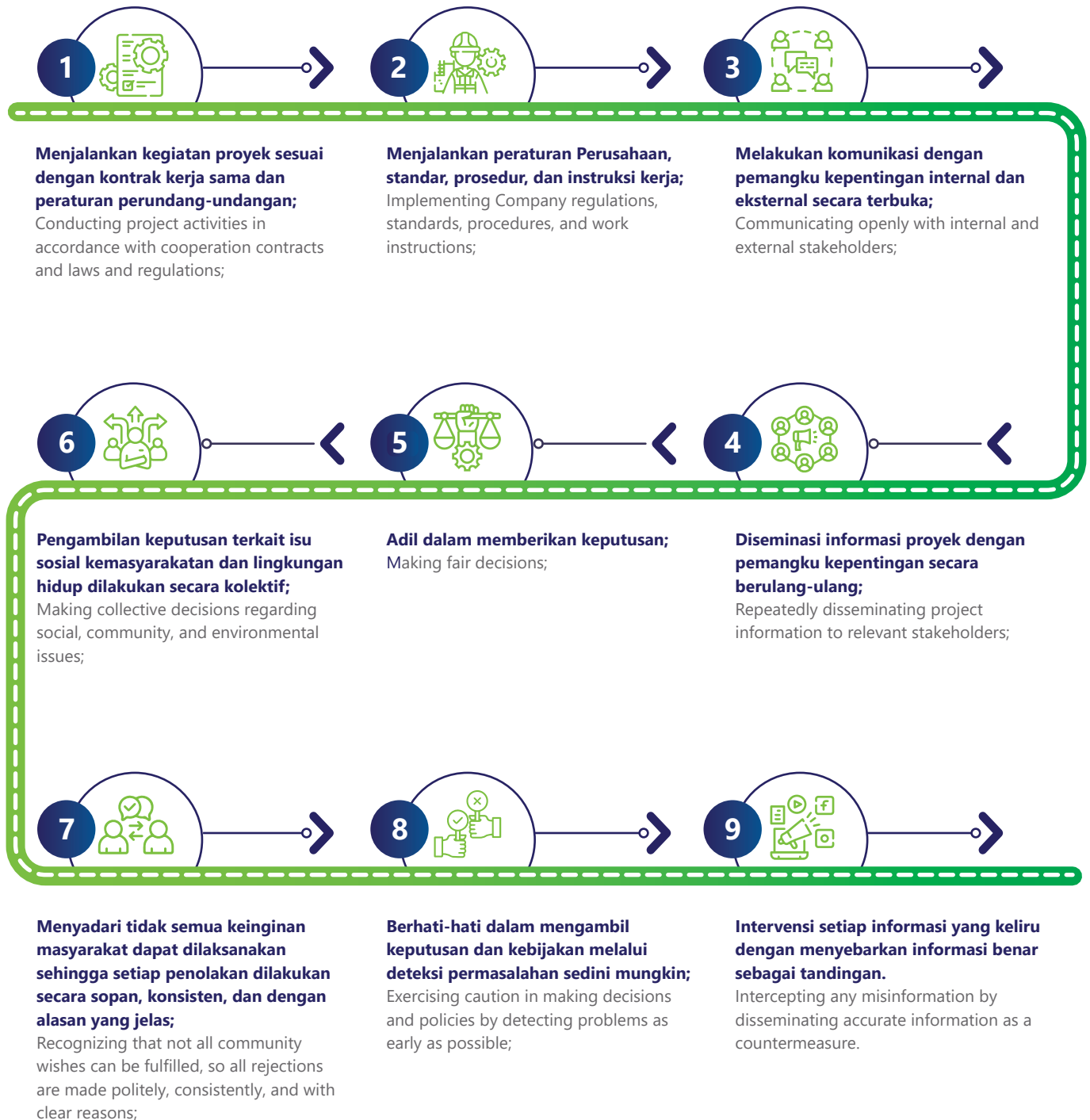
Tripatra conducts its business activities based on compliance with prevailing laws and regulations. In circumstances where specific regulations have yet to be established or do not provide detailed guidance, the Company prioritizes the precautionary principle as a manifestation of its responsible business conduct. Furthermore, Tripatra observes prevailing norms and ethics to prevent potential negative impacts that may arise from the Company's business activities.

Throughout the reporting period, Tripatra faced no cases of non-compliance with laws and regulations, nor did it experience any instances of rework or financial losses arising from legal proceedings related to project execution.



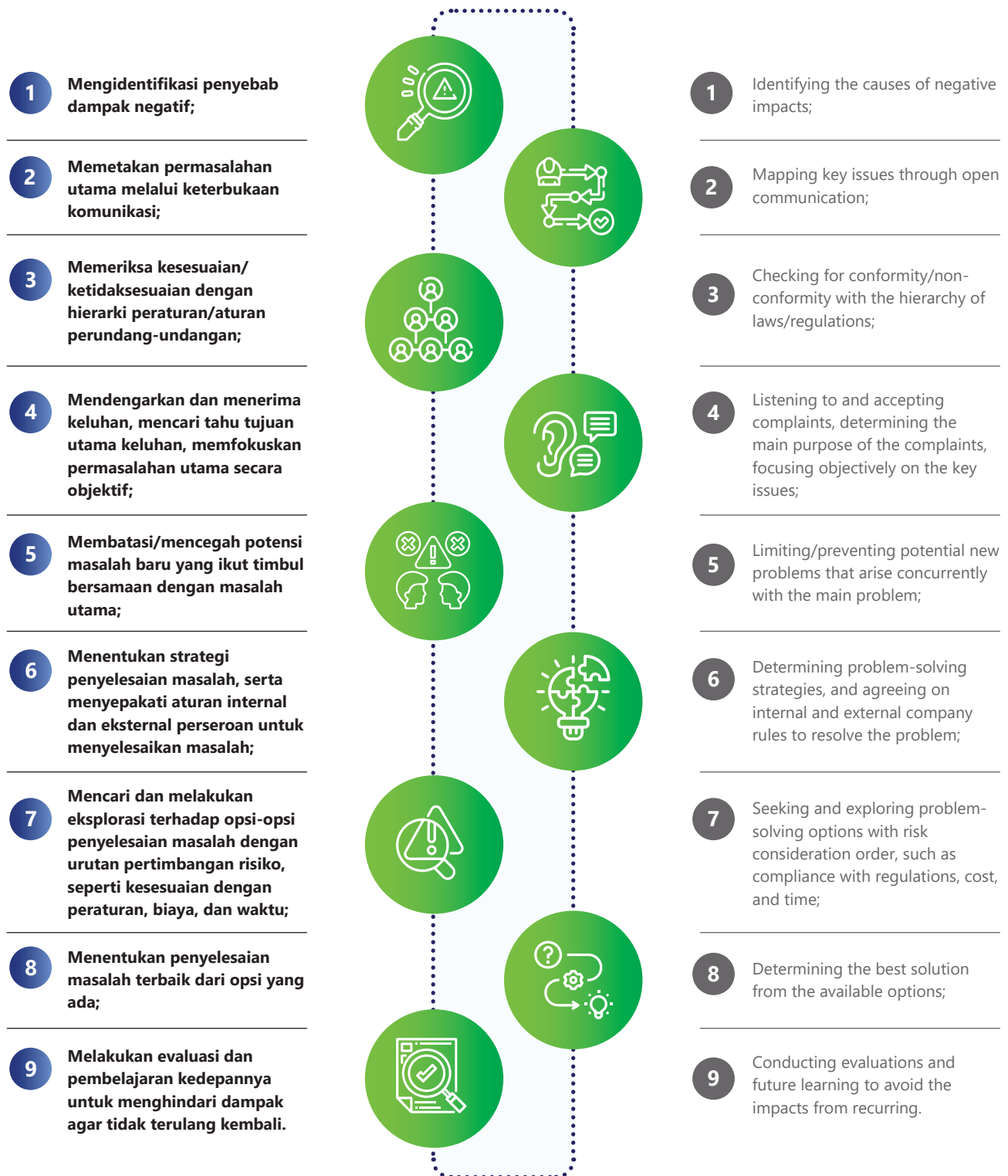
Langkah Mitigasi Tripatra untuk Meminimalisasi Dampak Negatif dan Memastikan Kepatuhan terhadap Peraturan

Tripatra's Mitigation Measures to Minimize Negative Impacts and Ensure Regulatory Compliance



Langkah Mitigasi Tripatra untuk Meminimalisasi Dampak Negatif dan Memastikan Kepatuhan terhadap Peraturan

Tripatra's Mitigation Measures to Minimize Negative Impacts and Ensure Regulatory Compliance



KEBIJAKAN ANTI KORUPSI

Tripatra telah menetapkan Kebijakan Antikorupsi yang mengacu pada standar ISO 37001 dan Prosedur Bisnis Perusahaan. Kebijakan ini mencakup pengaturan terkait hadiah dan hiburan, benturan kepentingan, perlindungan informasi pribadi, serta pencegahan praktik suap dan korupsi dalam seluruh aktivitas bisnis, termasuk proses pemilihan pemasok dan subkontraktor. Komitmen tersebut juga diperkuat melalui penandatanganan Pakta Integritas.

Kebijakan antikorupsi dikomunikasikan kepada seluruh karyawan dan mitra usaha melalui program induksi, kegiatan penyegaran (*refresher*), sosialisasi Whistleblowing System, pelatihan ISO 37001, serta surveillance audit Anti-Bribery Management System (ABMS). Sepanjang periode pelaporan, seluruh karyawan, organ tata kelola, dan mitra usaha telah menerima sosialisasi terkait kebijakan antikorupsi. Dengan penerapan sistem dan pengendalian yang memadai, tidak terdapat insiden korupsi maupun kerugian finansial akibat praktik korupsi di lingkungan Tripatra selama periode pelaporan.

ANTI-CORRUPTION POLICY

Tripatra has established an Anti-Corruption Policy that refers to the ISO 37001 standard and the Company's Business Procedures. The policy governs matters related to gifts and hospitality, conflicts of interest, protection of personal information, as well as the prevention of bribery and corruption across all business activities, including the supplier and subcontractor selection process. This commitment is further reinforced through the implementation of Integrity Pacts.

The Anti-Corruption Policy is communicated to all employees and business partners through induction programmes, refresher sessions, Whistleblowing System socialisation, ISO 37001 training, and surveillance audits of the Anti-Bribery Management System (ABMS). Throughout the reporting period, all employees, governance bodies, and business partners received communication regarding the anti-corruption policy. Supported by adequate systems and controls, there were no incidents of corruption or financial losses resulting from corrupt practices within Tripatra during the reporting period.

Risiko Signifikan Terkait Dengan Korupsi dan Penyuapan yang Telah Diidentifikasi Identified Significant Risks Related to Corruption and Bribery



Pemberian suap Giving Bribes

Pemberian hadiah, jamuan makan, dan/atau sumbangan untuk memperoleh informasi proyek, mendukung proses tender, pengurusan perizinan, kepabeanan, perpajakan, maupun hubungan bisnis.

Offering gifts, hospitality, and/or donations to obtain project-related information, support tender processes, facilitate licensing, customs, and taxation matters, or maintain business relationships.



Penerima suap Receiving Bribes

Menerima suap, hadiah, jamuan makan, sumbangan, dan/atau gratifikasi dari terkait proses pengadaan, tender, administrasi pembayaran, maupun persetujuan pekerjaan tambahan.

Receiving bribes, gifts, hospitality, donations, and/or gratuities related to procurement processes, tender activities, payment administration, or approval of additional work.

MEKANISME PENGADUAN

[GRI 2-25, 2-26] [OJK F.24.]

Tripatra menyediakan sarana pelaporan bagi setiap indikasi perilaku tidak etis maupun tindakan ilegal yang bertentangan dengan Kode Etik dan Nilai-Nilai Perusahaan. Secara internal, karyawan dapat menyampaikan laporan melalui sistem pelaporan pelanggaran Tripatra Whistleblowing System/T-WiSe). Sementara itu, pemangku kepentingan eksternal dapat menyampaikan pengaduan melalui kanal khusus yang tersedia di situs web resmi Tripatra.

Mekanisme pelaporan ini mencakup berbagai isu, antara lain pelanggaran hak asasi manusia, praktik korupsi dan gratifikasi, serta pelanggaran etika lainnya. Tripatra berkomitmen untuk melindungi pelapor dari potensi risiko atau tindakan balasan, serta menjamin kerahasiaan identitas pelapor sesuai dengan ketentuan yang berlaku.

Selama periode pelaporan, tidak terdapat laporan maupun kasus pelanggaran Kode Etik yang terjadi di lingkungan Tripatra.

T-WiSe disosialisasikan secara berkesinambungan kepada seluruh elemen Perusahaan. Evaluasi efektivitas T-WiSe dilakukan secara berkala sesuai dengan kebutuhan, melalui survey efektivitas dan pengumpulan umpan balik dari internal yang dikelola oleh Fungsi Ethics Compliance.

GRIEVANCE MECHANISM

[GRI 2-25, 2-26] [OJK F.24]

Tripatra provides reporting channels for any indications of unethical behavior or illegal acts that violate the Code of Ethics and Corporate Values. Internally, employees may submit reports through the Tripatra Whistleblowing System (T-WiSe). Meanwhile, external stakeholders can submit grievances through a dedicated channel available on Tripatra's official website.

This reporting mechanism covers various issues, including human rights violations, corruption and gratification practices, as well as other ethical breaches. Tripatra is committed to protecting whistleblowers from potential risks or retaliation and guarantees the confidentiality of the whistleblower's identity in accordance with applicable regulations.

Throughout the reporting period, there were no reports or cases of Code of Ethics violations within Tripatra.

T-WiSe is continuously communicated to all elements of the Company. T-WiSe's effectiveness are evaluated periodically as needed, through surveys and internal feedback collection managed by the Ethics & Compliance Function.

Tripatra Whistleblowing System (T-WiSe)



PENGADUAN TERTULIS WRITTEN SUBMISSION

Ditunjukkan kepada komite Tripatra sesuai dengan alamat Tripatra
Addressed to the Tripatra Committee at the Tripatra address



KOMUNIKASI LANGSUNG DIRECT COMMUNICATION

Komunikasi langsung melalui atasan atau anggota tim Ethics Compliance Function.
Direct communication through supervisor or Ethics Compliance Function team member.



INTERNET

T-WiSe (terdapat dalam situs Tripatra.net)
T-WiSe (accessible through Tripatra.net)



EMAIL

komite.etika@tripatra.com



WHATSAPP

0811 1689 473

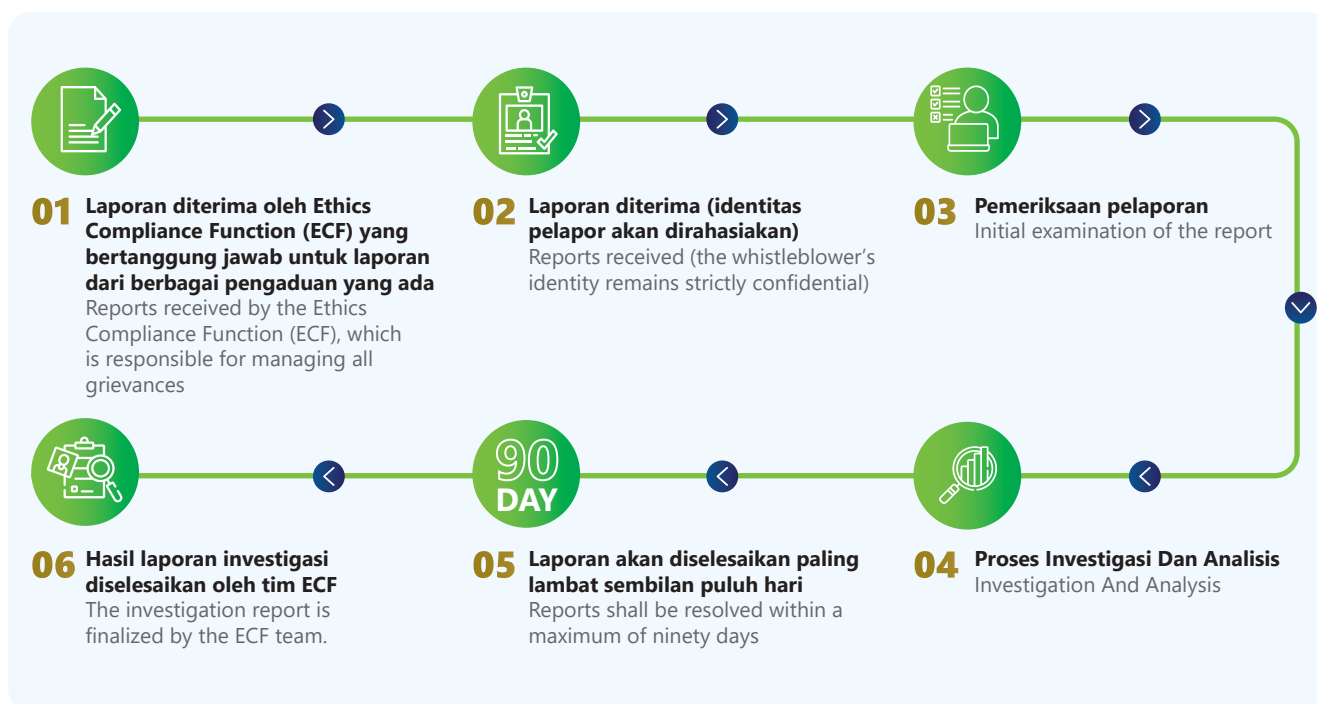


WEBSITE

<https://www.tripatra.com/id/contact/whistleblower>

Mekanisme Penanganan Laporan

Report Handling Mechanism



Imanita Intan Safitri
ASL Project
Execution

"Sejak bergabung di 2022, saya berkembang dari Business Development hingga menjabat Project Director yang membawahi langsung beberapa Project Manager. Sebagai perempuan di lingkungan proyek, saya percaya kepercayaan hanya bisa dibangun melalui konsistensi, persistensi, dan performa. Tripatra memberikan kesempatan pengembangan dan pertumbuhan karir yang setara, bahkan kasus gender abuse pun ditangani tegas dalam waktu satu hari dengan perlindungan penuh terhadap pelapor. Bagi saya, Tripatra merupakan salah satu perusahaan terbaik dalam menggalakkan inklusivitas gender."

"Since joining in 2022, I have grown from Business Development to Project Director, directly overseeing several Project Managers. As a woman in a project environment, I believe trust can only be built through consistency, persistence, and performance. Tripatra provides equal opportunities for development and career growth, and even cases of gender abuse are firmly addressed within one day, with full protection for the reporter. For me, Tripatra is one of the best companies in championing gender inclusivity."

PRIVASI DATA DAN KEAMANAN INFORMASI

[GRI 3-3]

Tripatra berkomitmen untuk memastikan perlindungan data dan keamanan informasi sebagai bagian dari penetapan tata kelola perusahaan yang baik. Komitmen ini didukung oleh berbagai kebijakan internal, termasuk Kode Etik Perusahaan, yang didalamnya juga mengatur aspek Informasi Kepemilikan, Akses dan Penggunaan Informasi, Penanganan Informasi Sensitif, serta Informasi Rahasia. Selain itu, Tripatra juga memiliki kebijakan khusus terkait Pelindungan Data Pribadi sebagai landasan dalam pengelolaan data yang bertanggung jawab.

Secara strategis, Tripatra terus memperkuat kerangka pengelolaan keamanan informasi melalui penyusunan dan pengembangan kebijakan terkait, pembentukan fungsi pengawasan seperti Ethics Compliance Function, serta pembentukan fungsi khusus Digital Architecture & Security Department yang berperan dalam mengelola dan mengawasi implementasi keamanan sistem informasi.

Pada tingkat operasional, Perseroan telah mengimplementasikan berbagai langkah pengendalian teknis untuk melindungi data dan sistem, antara lain melalui penerapan Access and Identity Management seperti Multi-Factor Authentication (MFA) dan Single Sign-On (SSO), penggunaan perangkat lunak keamanan seperti antivirus dan sistem perlindungan daring, serta penyediaan platform berbagi dokumen yang aman untuk meminimalkan penggunaan kanal personal. Selain itu, Tripatra juga menerapkan network segregation, serta secara rutin melakukan peningkatan kesadaran karyawan terkait keamanan digital dan pengujian sistem.

Sepanjang periode pelaporan, Tripatra tidak mencatatkan insiden kebocoran data. Tripatra akan terus memperkuat sistem dan kapasitas pengelolaan keamanan informasi guna menjaga kepercayaan pemangku kepentingan serta memastikan ketahanan operasional di era digital. [GRI 418-1]

DATA PRIVACY AND INFORMATION SECURITY

[GRI 3-3]

Tripatra is committed to ensuring data privacy and information security as part of the implementation of good corporate governance. This commitment is supported by various internal policies, including the Company's Code of Ethics, which governs aspects such as Proprietary Information, Access to and Use of Information, Handling of Sensitive Information, and Confidential Information. In addition, Tripatra has established a specific Personal Data Protection policy as a foundation for responsible data management.

At the strategic level, Tripatra continues to strengthen its information security management framework through the development and enhancement of relevant policies, the establishment of oversight functions such as the Ethics Compliance Function, and the formation of a dedicated Digital Architecture & Security Department responsible for managing and overseeing the implementation of information system security.

At the operational level, the Company has implemented various technical controls to safeguard data and systems. These include the application of Access and Identity Management measures such as Multi-Factor Authentication (MFA) and Single Sign-On (SSO), the use of security software such as antivirus and online protection systems, and the provision of secure file-sharing platforms to minimize the use of personal channels. In addition, Tripatra applies network segregation and conducts regular digital security awareness programs and system testing.

Throughout the reporting period, Tripatra recorded no data breach incidents. The Company will continue to strengthen its information security systems and capabilities to maintain stakeholder trust and ensure operational resilience in the digital era. [GRI 418-1]

MANAJEMEN RISIKO [OJK E.3.]

Tripatra menerapkan strategi pengelolaan risiko yang terintegrasi dengan proses perencanaan strategis dan operasional Perusahaan. Kebijakan ini mengacu pada kerangka Enterprise Risk Management (ERM) yang selaras dengan standar internasional ISO 31000.

Struktur tata kelola risiko di Tripatra diterapkan secara berjenjang. Direksi berperan dalam menetapkan kebijakan serta arah strategis pengelolaan risiko, sementara Manajemen bertanggung jawab atas implementasinya dalam kegiatan operasional. Fungsi Manajemen Risiko berperan sebagai fasilitator dan koordinator, sedangkan Risk Owner bertanggung jawab langsung atas pengelolaan risiko pada masing-masing proses bisnis.

PENGUATAN MANAJEMEN RISIKO

Pada tahun 2025, Tripatra melakukan sejumlah penguatan manajemen risiko Perusahaan dibandingkan tahun sebelumnya. Penguatan tersebut mencakup integrasi manajemen risiko ke dalam Key Performance Indicator (KPI), serta peningkatan kualitas pelaporan melalui pemantauan berkala dan mekanisme eskalasi atas risiko signifikan.

Tripatra juga menyelenggarakan Development Program bagi Risk Champion guna meningkatkan kapabilitas analisis dan pengelolaan risiko secara bertahap. Selain itu, Perusahaan terus memperkuat budaya kesadaran risiko di seluruh fungsi melalui kegiatan sosialisasi, diskusi, dan koordinasi lintas fungsi.

Selain itu, Tripatra telah memetakan risiko yang berkaitan dengan lingkungan dan perubahan iklim, yang diintegrasikan baik pada tingkat korporasi maupun proyek. Pemetaan ini mencakup risiko cuaca ekstrem, dampak lingkungan, hingga kepatuhan terhadap regulasi lingkungan yang berlaku.

RISK MANAGEMENT [OJK E.3.]

Tripatra implements a risk management strategy integrated with the Company's strategic planning and operational processes. This policy refers to the Enterprise Risk Management (ERM) framework, aligned with the international standard ISO 31000.

The risk governance structure at Tripatra is implemented through a tiered approach. The Board of Directors is responsible for establishing policies and the strategic direction of risk management, while Management is responsible for its implementation within operational activities. The Risk Management Function acts as a facilitator and coordinator, while Risk Owners are directly responsible for managing risks within their respective business processes.

RISK MANAGEMENT ENHANCEMENT

In 2025, Tripatra implemented several measures to strengthen its corporate risk management compared to the previous year. These enhancements include the integration of risk management into Key Performance Indicators (KPIs), as well as improving reporting quality through regular monitoring and escalation mechanisms for significant risks.

Tripatra also organized a Development Program for Risk Champions to progressively enhance risk analysis and management capabilities. Furthermore, the Company continues to foster a risk-aware culture across all functions through communication, discussions, and cross-functional coordination.

Additionally, Tripatra has mapped risks related to the environment and climate change, which are integrated at both the corporate and project levels. This mapping encompasses extreme weather risks, environmental impacts, and compliance with prevailing environmental regulations.

PENANGANAN RISIKO

Tripatra telah mengidentifikasi sejumlah risiko utama yang meliputi risiko strategis, risiko operasional (seperti keterlambatan proyek dan gangguan sistem), risiko keuangan (likuiditas dan arus kas), risiko kepatuhan, risiko reputasi, serta risiko lingkungan dan perubahan iklim.

Upaya mitigasi risiko dilakukan melalui beberapa mekanisme, antara lain:

- Penyusunan dan implementasi rencana mitigasi oleh masing-masing Risk Owner,
- Penguatan pengendalian internal dan prosedur operasional,
- Pencatatan hasil identifikasi risiko dan rencana mitigasi ke dalam risk register,
- Pemantauan serta pembaruan profil risiko secara berkala sesuai dengan dinamika kondisi internal dan eksternal.

EVALUASI PENGELOLAAN RISIKO

Evaluasi pengelolaan risiko dilakukan secara periodik untuk memastikan efektivitas penerapan manajemen risiko, melalui peninjauan profil risiko dan pelaksanaan mitigasi yang telah dijalankan. Perusahaan menggunakan Key Risk Indicator (KRI) sebagai alat deteksi dini terhadap potensi peningkatan eksposur risiko.

Selain itu, Tripatra melakukan evaluasi internal atas kepatuhan terhadap kebijakan manajemen risiko, serta menyampaikan laporan risiko signifikan kepada Manajemen dan Direksi. Hasil evaluasi tersebut menjadi dasar bagi perbaikan berkelanjutan terhadap kerangka kerja, proses, dan pengendalian risiko di Tripatra.

RISK MITIGATION

Tripatra has identified several key risks, including strategic risks, operational risks (such as project delays and system disruptions), financial risks (liquidity and cash flow), compliance risks, reputational risks, as well as environmental and climate change risks.

Risk mitigations are implemented through several mechanisms, including:

- Development and implementation of mitigation plans by each Risk Owner,
- Strengthening of internal controls and operational procedures,
- Documentation of risk identification results and mitigation plans in the risk register,
- Periodic monitoring and updating of risk profiles in accordance with the dynamics of internal and external conditions.

RISK MANAGEMENT EVALUATION

Risk management is evaluated periodically to ensure its effectiveness by reviewing risk profiles and the execution of mitigation measures. The Company utilizes Key Risk Indicators (KRIs) as an early warning tool to detect potential increases in risk exposure.

Furthermore, Tripatra conducts internal evaluations of compliance with risk management policies and submits reports on significant risks to Management and the Board of Directors. These evaluation results serve as the foundation for continuous improvement of the risk framework, processes, and controls within Tripatra.

PELIBATAN PEMANGKU KEPENTINGAN

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

Tripatra telah melakukan pemetaan pemangku kepentingan berdasarkan tingkat relevansi dan signifikansinya terhadap kebijakan serta aktivitas usaha Perusahaan. Penentuan kelompok pemangku kepentingan utama dilakukan dengan mempertimbangkan sejumlah kriteria, antara lain adanya hubungan tanggung jawab formal antara Tripatra dan pihak terkait, potensi dampak kebijakan atau kegiatan operasional Perusahaan terhadap pihak lain, serta tingkat pengaruh pihak eksternal terhadap keberlangsungan usaha Tripatra.

Daftar kelompok pemangku kepentingan beserta metode pelibatannya disajikan dalam tabel berikut.

STAKEHOLDER ENGAGEMENT

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

Tripatra has mapped its stakeholders based on their level of relevance and significance to the Company's policies and business activities. The identification of key stakeholder groups is conducted by considering several criteria, including the existence of formal responsibility between Tripatra and the related party, the potential impact of the Company's policies or operational activities on others, and the level of external influence on Tripatra's business long-term viability.

The list of stakeholder groups and their respective engagement methods are presented in the following table.

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

KELOMPOK PEMANGKU KEPENTINGAN Stakeholder Group	TOPIK KUNCI DAN PERHATIAN PEMANGKU KEPENTINGAN Key Topics and Concerns	METODE PELIBATAN Engagement Method	FREKUENSI INTERAKSI Interaction Frequency
 PEMEGANG SAHAM Shareholders	Kinerja bisnis, pencapaian target finansial dan operasional, efisiensi Perseroan termasuk dalam penggunaan sumber daya seperti energi. Business performance, achievement of financial and operational targets, and Company efficiency, including in the use of resources such as energy.	- Rapat Umum Pemegang Saham Tahunan (RUPST) Annual General Meeting of Shareholders (AGMS) - Rapat Umum Pemegang Saham Luar Biasa (RUPSLB) Extraordinary General Meeting of Shareholders (EGMS)	- RUPST dilakukan sekali setahun AGMS is held once a year - RUPSLB dilakukan tidak terbatas, tergantung permintaan dari pemegang saham EGMS is held without limitation, depending on the request from shareholders

KELOMPOK PEMANGKU KEPENTINGAN Stakeholder Group	TOPIK KUNCI DAN PERHATIAN PEMANGKU KEPENTINGAN Key Topics and Concerns	METODE PELIBATAN Engagement Method	FREKUENSI INTERAKSI Interaction Frequency
 KARYAWAN Employees	Praktik ketenagakerjaan, area kerja yang sehat dan aman, kesejahteraan karyawan, pengembangan kompetensi dan peningkatan karier. Employment practices, healthy and safe work areas, employee welfare, competency development and career advancement.	Konsultasi dan Komunikasi Consultation and Communication: - Menjamin pemenuhan hak-hak normatif sesuai peraturan dan perundang-undangan ketenagakerjaan; Consultation and communication through townhall, employee engagement, and performance appraisal form; - Menjamin kebebasan berserikat dan hak menyatakan pendapat; dan; Guaranteeing freedom of association and the right to express opinions; and - Menyusun dan membuat kesepakatan kerja sama Formulating and creating cooperative work agreements.	- Praktik konsultasi dan komunikasi dengan karyawan dilakukan secara berkala setiap kuartal dan kapan pun jika dibutuhkan Consultation and communication practices with employees are carried out periodically every quarter and whenever needed - Penilaian kinerja dilakukan secara berkala minimal satu kali setahun Periodic performance evaluation at least once a year
 PEMERINTAH Government	Praktik etika bisnis, pengelolaan dampak sosial dan lingkungan. Business ethics practices, management of social and environmental impacts.	Kolaborasi, Konsultasi, dan Komunikasi: Collaboration, Consultation, and Communication: - Melakukan komunikasi dan mematuhi seluruh regulasi yang berlaku; dan Communicating and ensuring compliance with all prevailing regulations and; - Meminta dan/atau menerima masukan berbagai lembaga pemerintah terhadap aspek-aspek operasi Perusahaan; Requesting and/or receiving input from various government agencies regarding aspects of Company operations.	Secara berkala dan setiap jika ada perubahan atau informasi terkini terkait, minimal satu tahun sekali Regularly and whenever relevant changes or updated information occur, at least once a year.

KELOMPOK PEMANGKU KEPENTINGAN Stakeholder Group	TOPIK KUNCI DAN PERHATIAN PEMANGKU KEPENTINGAN Key Topics and Concerns	METODE PELIBATAN Engagement Method	FREKUENSI INTERAKSI Interaction Frequency
 KLIEN/PENGGUNA JASA Client/Service User	Efisiensi operasi termasuk dalam hal penggunaan energi dan biaya proyek, penerapan sistem manajemen kesehatan dan keselamatan kerja di area proyek, ketepatan waktu penyelesaian proyek, minimnya gangguan operasional, penerimaan proyek oleh para pemangku kepentingan termasuk masyarakat. Operational efficiency, including energy usage and project costs, implementation of OHS management systems in project areas, timely project completion, minimal operational disruptions, and project acceptance by stakeholders, including the community.	Konsultasi dan Komunikasi: Consultation and Communication: • Memastikan mutu jasa dan layanan kepada klien (service excellence); Ensuring service excellence to clients; • Menyelenggarakan mekanisme pengaduan dan tindak lanjutnya; Establishing a complaint mechanism and its follow-up; • Melanjutkan survei untuk mengetahui kepuasan klien; dan Continuing surveys to determine client satisfaction; and • Menjaga privasi klien. Maintaining client privacy.	Pertemuan formal maupun informal dilakukan secara berkala sesuai kebutuhan, minimal setiap bulan. Periodic formal and informal meetings as needed, at least every month.
 KOMUNITAS BISNIS DAN PELAKU USAHA INDUSTRI SEJENIS Business Community and Industry Peers	Program pemberdayaan masyarakat yang sesuai dengan kebutuhan masyarakat, pengelolaan dampak sosial dan lingkungan. Community development programs tailored to community needs, management of social and environmental impacts.	Komunikasi, Kolaborasi dan Informasi melalui Keanggotaan Asosiasi Communication, Collaboration, and Information through Association Membership.	Berpartisipasi pada kegiatan yang diadakan oleh komunitas/asosiasi secara berkala sesuai kebutuhan Participating in activities held by communities/associations periodically as needed.

KELOMPOK PEMANGKU KEPENTINGAN Stakeholder Group	TOPIK KUNCI DAN PERHATIAN PEMANGKU KEPENTINGAN Key Topics and Concerns	METODE PELIBATAN Engagement Method	FREKUENSI INTERAKSI Interaction Frequency
 REKANAN Partners	Praktik pengadaan yang baik dan transparan, peluang pemasok lokal. Fair and transparent procurement practices, local supplier opportunities.	Kolaborasi dan Informasi Collaboration and Information • Membuat kontrak kerja yang dilandasi panduan kerja dan kode etik Perusahaan; Creating work contracts based on Company work guidelines and code of ethics; • Melakukan pengawasan serta evaluasi berkala pelaksanaan kontrak kerja sesuai dengan panduan kerja dan kode etik Perusahaan; dan Conducting periodic monitoring and evaluation of work contract implementation in accordance with Company work guidelines and code of ethics; and	Dilakukan secara berkala dengan mengadakan pertemuan/gathering dengan mitra kerja, minimal 1 tahun sekali Conducted periodically by holding meetings/gatherings with business partners, at least once a year.
 MASYARAKAT Communities	Praktik etika bisnis, pengelolaan dampak sosial dan lingkungan, termasuk dalam Tanggung Jawab Sosial Lingkungan (TJSL). Ethical business practices, social and environmental impact management, including Corporate Social Responsibility (CSR) Program.	Keberadaan Perusahaan memberikan dampak positif terhadap masyarakat di sekitar lokasi operasi Collaboration and Information • Keterlibatan dalam pelaksanaan program CSR. • The Company's presence positively impacts communities around the operational sites. • Involvement in CSR programs	Dilakukan secara berkala melalui kegiatan CSR di lokasi operasi proyek dan kantor pusat Conducted periodically through CSR activities at project operational sites and the head office.

08

TENTANG LAPORAN KEBERLANJUTAN

ABOUT THE SUSTAINABILITY
REPORT



140 **Profil Laporan Keberlanjutan**
Sustainability Report Profile





tripatra
Partner of Sustainable Energy

08

TENTANG LAPORAN KEBERLANJUTAN

About The Sustainability Report

Laporan Keberlanjutan Tripatra memuat rangkaian inisiatif Perusahaan dalam menerapkan praktik bisnis berkelanjutan yang mencakup aspek ekonomi, lingkungan, dan sosial. Laporan ini juga menguraikan kebijakan, program, serta target beserta capaian kinerja yang dicapai Perseroan sepanjang tahun 2025.

PROFIL LAPORAN KEBERLANJUTAN

Profil Laporan

Tripatra secara konsisten menerbitkan Laporan Keberlanjutan setiap tahun sebagai bentuk komitmen terhadap transparansi dan akuntabilitas kepada seluruh pemangku kepentingan. Laporan ini memuat informasi mengenai kebijakan, program, kinerja, serta inisiatif Perusahaan dalam mengimplementasikan praktik bisnis berkelanjutan yang selaras dengan aspek ekonomi, lingkungan, dan sosial.



The Tripatra Sustainability Report covers the Company's series of initiatives in implementing sustainable business practices across economic, environmental, and social aspects. This report also outlines the policies, programs, and targets, as well as the performance achievements attained by the Company throughout 2025.

SUSTAINABILITY REPORT PROFILE

Report Profile

Tripatra consistently publishes a Sustainability Report every year as a form of commitment to transparency and accountability to all stakeholders. This report contains information regarding the Company's policies, programs, performance, and initiatives in implementing sustainable business practices aligned with economic, environmental, and social aspects.

Laporan Keberlanjutan periode pelaporan 1 Januari hingga 31 Desember 2025 merupakan laporan keberlanjutan ke-8 yang diterbitkan pada Juni 2026. Laporan ini juga mencakup informasi kinerja keuangan konsolidasian pada periode yang sama, sehingga memberikan gambaran menyeluruh mengenai kinerja Perusahaan.

Ruang lingkup Laporan Keberlanjutan mencakup seluruh kegiatan operasional Tripatra di Indonesia beserta entitas anak perusahaan. Laporan ini disusun dan disajikan dalam Bahasa Indonesia dan Bahasa Inggris, serta dapat diakses dan diunduh melalui situs resmi Perseroan sebagai bentuk keterbukaan informasi kepada publik.

Pedoman yang Digunakan

Laporan Keberlanjutan Tripatra disusun dengan mengacu pada pedoman Global Reporting Initiative (GRI) 2021 serta Standar SASB untuk Layanan Rekayasa & Konstruksi. Selain itu, penyusunan laporan juga mematuhi ketentuan regulasi yang berlaku, termasuk Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan serta Surat Edaran OJK No. 16/SEOJK.04/2021 mengenai Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, sebagai wujud komitmen Perseroan terhadap transparansi dan kepatuhan regulasi.

Informasi yang Dinyatakan Ulang

Informasi kinerja keuangan yang disajikan pada periode pelaporan sebelumnya telah dinyatakan ulang dalam Laporan ini. Penjelasan mengenai dasar dan alasan pernyataan ulang tersebut disampaikan pada bagian pembahasan kinerja keuangan Perusahaan.

Jaminan Kualitas Laporan

Tripatra menerapkan proses peninjauan dan verifikasi laporan secara menyeluruh melalui keterlibatan tim internal lintas divisi yang relevan dengan data dan informasi yang disajikan. Seluruh konten laporan ditelaah kembali oleh Departemen Sustainability Excellence untuk memastikan akurasi dan keandalan informasi, sebelum draf akhir disampaikan kepada Direksi untuk memperoleh penelaahan akhir dan persetujuan.

The Sustainability Report for the reporting period of January 1 to December 31, 2025, is the 8th sustainability report published on June 2026. This report also includes consolidated financial performance information for the same period, providing a comprehensive overview of the Company's performance.

The scope of this Sustainability Report covers all Tripatra operational activities in Indonesia, including its subsidiaries. This report is prepared and presented in Indonesian and English and can be accessed and downloaded via the Company's official website as a form of public information disclosure.

Reporting Guidelines

The Tripatra Sustainability Report was prepared with reference to the Global Reporting Initiative (GRI) 2021 guidelines and the SASB Standards for Engineering & Construction Services. The preparation of this report also complies with applicable regulatory provisions, including Financial Services Authority Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance and OJK Circular Letter No. 16/SEOJK.04/2021 regarding the Form and Content of Annual Reports of Issuers or Public Companies, as a reflection of the Company's commitment to transparency and regulatory compliance.

Restatement of Information

Financial performance information presented in the previous reporting period has been restated in this Report. The basis and rationale for the restatement are provided in the section discussing the Company's financial performance.

Report Quality Assurance

Tripatra implements a comprehensive report review and verification process through the involvement of internal cross-divisional teams relevant to the data and information presented. All report content is reviewed by the Sustainability Excellence department to ensure its accuracy and reliability before the final draft is submitted to the Board of Directors for final review and approval.

Untuk menjaga kualitas serta meningkatkan kredibilitas pelaporan, Laporan Keberlanjutan juga menjalani proses assurance oleh pihak independen yang kompeten dan tidak memiliki hubungan afiliasi dengan Perusahaan. Hasil assurance eksternal tersebut disajikan dalam bagian lampiran sebagai bentuk komitmen Tripatra terhadap transparansi dan akuntabilitas pelaporan keberlanjutan.

Tanggapan Umpan Balik

Tripatra berkomitmen untuk memenuhi harapan para pemangku kepentingan melalui penyusunan Laporan Keberlanjutan. Sejalan dengan komitmen tersebut, Perseroan menyediakan lembar umpan balik sebagai sarana bagi pemangku kepentingan untuk menyampaikan masukan dan pandangan. Hingga periode pelaporan sebelumnya, Perusahaan belum menerima umpan balik atas Laporan Keberlanjutan yang telah diterbitkan.

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

Untuk mengetahui informasi lebih lanjut terkait Laporan Keberlanjutan ini dapat menghubungi:

To maintain quality and enhance reporting credibility, the Sustainability Report also undergoes an assurance process by a competent independent party with no affiliation to the Company. The results of this external assurance are presented in the appendix as a reflection of Tripatra's commitment to transparency and accountability in sustainability reporting.

Report Feedback

Tripatra is committed to meeting the expectations of stakeholders by publishing its Sustainability Report. In line with this commitment, the Company provides a feedback form as a means for stakeholders to submit their input and perspectives. As of the previous reporting period, the Company has not received any feedback regarding the published Sustainability Reports.

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

For further information regarding this Sustainability Report, please contact:



	Website www.tripatra.com		Phone (+6221) 297 70 700
	Fax (+6221) 297 70 701		Email Corporate.Communication@tripatra.com

LEMBAR UMPAN BALIK

Tripatra merilis laporan keberlanjutan terbaru yang menguraikan beragam inisiatif Perusahaan dalam menerapkan praktik bisnis yang bertanggung jawab selama periode pelaporan. Perseroan menerima adanya masukan berupa saran dan kritik atau umpan balik untuk memperbaiki hal-hal yang dinilai tidak sesuai untuk menjadi bahan evaluasi di masa depan. Anda dapat mengisi lembar umpan balik dan mengirimkannya kembali kepada kami.

FEEDBACK FORM

Tripatra has released its latest sustainability report, outlining the Company's various initiatives in implementing responsible business practices throughout the reporting period. The Company welcomes input in the form of suggestions, criticism, or feedback to rectify any perceived discrepancies and serve as material for future evaluation. You may complete the feedback form and return it to us.

Nama | Name :

Institusi | Institution :

Email :

Nomor kontak | Contact number :

Kelompok pemangku kepentingan (pilih salah satu) | Stakeholder group (choose one):

- | | |
|---|---|
| ☐ Investor | ☐ Masyarakat Public |
| ☐ Pemerintah Government | ☐ Karyawan Employee |
| ☐ Pelanggan Customer | ☐ Komunitas Community |
| ☐ Media | ☐ Lainnya Others: |

Mohon pilih jawaban yang paling sesuai dengan memberi tanda ✓

Please select the most suitable answer by marking it with a checkmar ✓

1. Laporan ini mencakup informasi yang menjadi perhatian Anda

This report includes information that is of concern to you

- ☐ Ya | Yes ☐ Tidak | No

2. Laporan ini memberikan informasi secara menyeluruh dan transparan

This report provides comprehensive and transparent information

- ☐ Ya | Yes ☐ Tidak | No

3. Laporan ini menarik dan dirancang dengan baik

This report is engaging and well designed

- ☐ Ya | Yes ☐ Tidak | No

4. Topik apakah yang menurut Anda paling informatif dan bermanfaat?

Which topic do you find most informative and useful?

.....

5. Selain yang telah disajikan, informasi apakah yang ingin Anda peroleh melalui laporan ini?

Other than what has been presented, what information do you want to obtain through this report?

.....

6. Harap berikan masukan dan saran bagaimana kami dapat membuat laporan ini lebih baik di masa mendatang

Please provide feedback and suggestions on how we can improve this report in the future

.....

PT Tripatra Engineers and Constructors

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Jl. Boulevard Bintaro Jaya Blok B7/A6 Sektor VII,
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Indonesia

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Email: sustainability@tripatra.com

Terima kasih atas kesediaan Anda untuk meluangkan waktu mengisi lembar umpan balik ini. Silakan kirimkan lembar ini kepada kami melalui:

Thank you for taking the time to complete this feedback form. Please send this form to us via:



INDEKS KONTEN GRI

GRI CONTENT INDEX

 Statement of use	PT Tripatra Engineers and Constructors telah melaporkan sesuai dengan Standar GRI untuk periode 1 Januari – 31 Desember 2025. PT Tripatra Engineers and Constructors has reported in accordance with the GRI Standards for the period of 1st January – 31st December 2025.
 GRI 1 used	GRI 1: Foundation

STANDAR GRI/ REFERENSI LAINNYA	PENGUNGKAPAN Disclosure	LOKASI Location	PENGECUALIAN Omission		
			Persyaratan yang tidak dicantumkan Requirement(s) Omitted	ALASAN Reason	PENJELASAN Explanation
STANDAR GRI/SUMBER LAINNYA GRI Standard/ Other Source					
PENGUNGKAPAN UMUM GENERAL DISCLOSURES					
GRI 2: Pengungkapan Umum General Disclosures 2021	2-1 Rincian organisasi Organizational details	23			
	2-2 Entitas yang dimasukkan dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting	23, 141			
	2-3 Periode, frekuensi, dan titik kontak pelaporan Reporting period, frequency and contact point	140 - 141			
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STANDAR GRI/ REFERENSI LAINNYA	PENGUNGKAPAN Disclosure	LOKASI Location	TIDAK MENCANTUMKAN Omission		
			Persyaratan yang tidak dicantumkan Requirement(s) Omitted	ALASAN Reason	PENJELASAN Explanation
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	2-11 Ketua badan tata kelola tertinggi Chair of the highest governance body	117			
	2-12 Peran badan tata kelola tertinggi dalam mengawasi manajemen dampak Role of the highest governance body in overseeing the management of impacts	118			
	2-13 Delegasi tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts	120			
	2-14 Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting	118			
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STANDAR GRI/ REFERENSI LAINNYA	PENGUNGKAPAN Disclosure	LOKASI Location	TIDAK MENCANTUMKAN Omission		
			Persyaratan yang tidak dicantumkan Requirement(s) Omitted	ALASAN Reason	PENJELASAN Explanation
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	2-19 Kebijakan remunerasi Remuneration policies	-	Kebijakan remunerasi untuk badan tata kelola Remuneration policies for the highest governance members	Pertimbangan kerahasiaan Confidentiality constraint	Tidak untuk diungkapkan kepada publik Not meant to be disclosed to the public
	2-20 Proses untuk menentukan remunerasi Process to determine remuneration	123			
	2-21 Rasio kompensasi total tahunan Annual total compensation ratio	-	Rasio kompensasi total tahunan, rasio kenaikan persentase dalam kompensasi total tahunan Annual total compensation, ratio of the percentage increase in annual compensation	Pertimbangan kerahasiaan Confidentiality constraint	Tidak untuk diungkapkan kepada publik Not meant to be disclosed to the public
	2-22 Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy	6			
	2-23 Komitmen kebijakan Policy commitments	123			
	2-24 Menanamkan komitmen kebijakan Embedding policy commitments	124			
	2-25 Proses untuk memperbaiki dampak negatif Processes to remediate negative impacts	125, 129			
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STANDAR GRI/ REFERENSI LAINNYA	PENGUNGKAPAN Disclosure	LOKASI Location	TIDAK MENCANTUMKAN Omission		
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STANDAR GRI/ REFERENSI LAINNYA	PENGUNGKAPAN Disclosure	LOKASI Location	TIDAK MENCANTUMKAN Omission		
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DAFTAR PENGUNGKAPAN SESUAI PERATURAN OTORITAS JASA KEUANGAN NOMOR 51/POJK.03/2017 TENTANG PENERAPAN KEUANGAN BERKELANJUTAN BAGI LEMBAGA JASA KEUANGAN, EMITEN, DAN PERUSAHAAN PUBLIK

List Of Disclosures in accordance with Financial Services Authority Regulation Number 51/ POJK.03/2017 on the Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies

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ENGINEERING & CONSTRUCTION SERVICES

Sustainability Accounting Standards

Topik dan Metrik Pengungkapan Keberlanjutan

Sustainability Disclosure Topics & Metrics

NO. INDEKS Index Number	NAMA INDEKS Index Name	HALAMAN Page	HALAMAN Page
Dampak Lingkungan Pengembangan Proyek Environmental Impacts of Project Development	Jumlah insiden ketidakpatuhan terhadap perizinan, standar, dan regulasi lingkungan Number of incidents of non-compliance with environmental permits, standards and regulations	IF-EN-160a.1	67
	Penjelasan proses penilaian dan pengelolaan risiko lingkungan yang terkait dengan desain proyek, lokasi, dan konstruksi Discussion of processes to assess and manage environmental risks associated with project design, siting and construction	IF-EN-160a.2	54
Integrasi dan Keamanan Struktur Structural Integrity & Safety	Jumlah biaya pengerjaan ulang yang terkait dengan cacat dan keselamatan Amount of defect- and safety-related rework costs	IF-EN-250a.1	125
	Jumlah kerugian moneter akibat proses hukum yang terkait dengan insiden cacat dan keselamatan Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	IF-EN-250a.2	125
Kesehatan dan Keselamatan Tenaga Kerja Workforce Health & Safety	(1) Total recordable incident rate (TRIR) dan (2) tingkat fatalitas untuk (a) karyawan langsung dan (b) karyawan kontrak (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employee	IF-EN-320a.1	100
Dampak Siklus Hidup Bangunan dan Infrastruktur Lifecycle Impacts of Buildings & Infrastructure	Jumlah (1) proyek yang telah diserahterimakan dan tersertifikasi berdasarkan standar keberlanjutan multi-aspek oleh pihak ketiga dan (2) proyek aktif yang sedang mengupayakan sertifikasi tersebut Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	IF-EN-410a.1	59
	Pembahasan mengenai proses untuk mengintegrasikan pertimbangan efisiensi energi dan air pada fase operasional ke dalam perencanaan dan desain proyek Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	IF-EN-410a.2	59
Dampak Iklim dari Portofolio Bisnis Climate Impacts of Business Mix	Nilai backlog untuk (1) proyek terkait hidrokarbon dan (2) proyek energi terbarukan Amount of backlog for (1) hydrocarbon related projects and (2) renewable energy projects	IF-EN-410b.1	59

NO. INDEKS Index Number	NAMA INDEKS Index Name	HALAMAN Page	HALAMAN Page
Dampak Iklim dari Portofolio Bisnis Climate Impacts of Business Mix	Nilai pembatalan backlog yang terkait dengan proyek hidrokarbon Amount of backlog cancellations associated with hydrocarbon-related projects	IF-EN-410b.2	59
	Nilai backlog untuk proyek non-energi yang berkaitan dengan mitigasi perubahan iklim Amount of backlog for non-energy projects associated with climate change mitigation	IF-EN-410b.3	59
Etika Bisnis Business Ethics	(1) Jumlah proyek aktif dan (2) backlog di negara-negara yang termasuk dalam 20 peringkat terendah pada Corruption Perception Index Transparency International (1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	IF-EN-510a.1	59
	Jumlah kerugian moneter akibat proses hukum yang berkaitan dengan tuduhan (1) suap atau korupsi dan (2) praktik anti-persaingan Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	IF-EN-510a.2	128
	Deskripsi kebijakan dan praktik untuk mencegah (1) suap dan korupsi serta (2) perilaku anti-persaingan dalam proses tender proyek Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behaviour in the project bidding processes	IF-EN-510a.3	128

Metrik Aktivitas

Activity Metrics

METRIK AKTIVITAS Activity Metric	KODE Code	HALAMAN Page
Jumlah proyek aktif Number of active projects	IF-EN-000.A	59
Jumlah proyek yang telah diserahterimakan Number of commissioned projects	IF-EN-000.B	59
Total nilai kontrak dalam pengerjaan Total backlog	IF-EN-000.C	59



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