Go To English Page

Nomor Surat	SR.26.04.013/CS/SI
Nama Perusahaan	Samudera Indonesia Tbk
Kode Emiten	SMDR
Lampiran	3
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 02 Juni 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://www.samudera.id/pt-samudera-indonesia-tbk/investor-relations pada tanggal 02 Juni 2026

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	488,42
Emisi langsung dari pembakaran bergerak	511.452,38
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	9.043,51
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	520.984,31

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	9.043,51
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	9.043,51
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	0
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	318.008,94
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	318.008,94
Total Emisi GRK (Scope 1 and 2)	540.253,3
Total Emisi GRK (Scope 1, 2 and 3)	858.262,24
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0,0409
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	218.330.000.000
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	138.011.150.000.000
		Total konsumsi energi (kWh or J)	138.229.480.000.000
E-04	**Konsumsi Air**	Total konsumsi air (m3)	100.900
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	542,4

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2050
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Perusahaan berkomitmen mencapai Net-Zero Emissions pada tahun 2050 dengan target perantara penurunan intensitas emisi GRK sebesar 40% pada tahun 2030. Strategi ini diselaraskan dengan IMO GHG Strategy 2023 melalui transformasi teknologi dan penggunaan energi alternatif pada seluruh armada dan operasional logistik. Info lebih lanjut dapat diakses pada Laporan Tahunan & Keberlanjutan Perusahaan di https://www.samudera.id/governance#sustainability-report..	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	40 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2030

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

Perusahaan berkomitmen mencapai Net-Zero Emissions pada tahun 2050 dengan target perantara penurunan intensitas emisi GRK sebesar 40% pada tahun 2030. Strategi ini diselaraskan dengan IMO GHG Strategy 2023 melalui transformasi teknologi dan penggunaan energi alternatif pada seluruh armada dan operasional logistik. Info lebih lanjut dapat diakses pada Laporan Tahunan & Keberlanjutan Perusahaan di https://www.samudera.id/governance#sustainability-report..

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	3.565	70,19 %	521	10,26 %
Mid-level	537	10,57 %	287	5,65 %
Senior-level	58	1,14 %	38	0,75 %
Executive-level	61	1,2 %	12	0,24 %
Total Pegawai	4.221	83,11 %	858	16,89 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	282	77	5	4	0	0	0	0	368
25-35	1.323	256	166	90	2	3	1	1	1.842
35-45	1.039	116	173	86	18	10	14	4	1.460
45-55	809	62	168	77	28	20	23	4	1.191
>55	112	10	25	30	10	5	23	3	218

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	221 Pegawai	4,35 %
Jumlah Pegawai Baru/pengganti	492 Pegawai	9,68 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)

Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	1.779 Pegawai	35,03 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
22,5 jam/pegawai	5.097	100 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0

Kebijakan Perusahaan terkait Pekerja	
S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
Perusahaan telah memiliki kebijakan terkait pelecehan seksual dan non-diskriminasi dalam Kebijakan Kode Etik dan Panduan Perilaku Perusahaan dengan nomor Kebijakan/DCCP-SIT/01/R.01/2022 yang dapat diakses di https://www.samudera.id/governance.	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Perusahaan telah memiliki kebijakan terkait hak asasi manusia dalam Kebijakan Kode Etik dan Panduan Perilaku Perusahaan dengan nomor Kebijakan/DCCP-SIT/01/R.01/2022 dan Kebijakan Mendukung Pembangunan Berkelanjutan dan Usaha yang Ramah Lingkungan dengan nomor Kebijakan/DCCM-SI/05/R.00/2022 yang dapat diakses di https://www.samudera.id/governance.	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Perusahaan telah memiliki kebijakan terkait pekerja anak dan pekerja paksa dalam Kebijakan Mendukung Pembangunan Berkelanjutan dan Usaha yang Ramah Lingkungan dengan nomor Kebijakan/DCCM-SI/05/R.00/2022 yang dapat diakses di https://www.samudera.id/governance.	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Perusahaan telah memiliki kebijakan terkait kesehatan dan keselamatan kerja dalam Kebijakan Mutu, Kesehatan Kerja, Keselamatan, dan Lingkungan dengan nomor Kebijakan/QHSE-SI/01/R.00/2021 dan Kebijakan Mendukung Pembangunan Berkelanjutan dan Usaha yang Ramah Lingkungan dengan nomor Kebijakan/DCCM-SI/05/R.00/2022 yang dapat diakses di https://www.samudera.id/governance.	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya

Perusahaan memiliki yayasan bernama Samudera Peduli yang mengelola program tanggung jawab sosial (TJSL) di bidang pendidikan dan sosial. Fokus utama program ini adalah masyarakat di sekitar area operasional, daerah kepulauan, dan wilayah pesisir. Selama tahun 2025, inisiatif utama yang dijalankan adalah:

1. Perahu Sekolah Samudera: Mengoperasikan 7 armada di 5 provinsi untuk membantu akses pendidikan pesisir bagi 295.864 pelajar dan guru.

2. Taman Baca Samudera: Menyediakan fasilitas literasi kemaritiman di Jawa Barat dan NTB yang menjangkau 6.200 pengunjung.

3. Samudera Green Movement: Menanam 20.000 mangrove, 4.000 fragmen karang, serta mengelola 28,5 ton sampah melalui sistem daur ulang dan TPS 3R.

4. Pemberdayaan Petani Rumput Laut: Mendampingi 40 petani di NTT dengan hasil peningkatan produksi 14 ton rumput laut kering dan kenaikan pendapatan 32 persen.

5. Bantuan Bencana dan Kemanusiaan: Melakukan aksi tanggap darurat di 15 lokasi bencana nasional untuk 4.804 penerima manfaat.

6. Kesehatan Mata: Melaksanakan 50 operasi mata serta memberikan donasi kacamata bagi 241 warga pesisir.

7. Pemberdayaan UMKM Gula Arensewu: Membentuk koperasi petani di Garut yang berhasil meningkatkan laba petani hingga sekitar 374,8 persen.

8. Dukungan Rumah Sakit Terapung: Memfasilitasi perbaikan kapal medis untuk RS Ksatria Airlangga dan doctorSHARE guna melayani 4.110 pasien di daerah terpencil dari NTT hingga Papua.

9. Program Sosial dan Keagamaan: Menyalurkan Wakaf Quran Braille, mengadakan donor darah bagi 651 orang, santunan untuk 721 anak yatim, serta menyelesaikan pembangunan Pesantren Tahfidz.

Informasi lebih lengkap mengenai program ini tersedia di Laporan Tahunan dan Keberlanjutan pada situs resmi Perusahaan di www.samudera.id/governance#sustainability-report.

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	5	1	2
Direksi	0	2	2	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	12	100 %
Jumlah kehadiran komisaris ke rapat dewan	5	96,67 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Tata kelola Perusahaan terdiri dari 2 level, dimana Chairman (Ketua Dewan Komisaris) berbeda dengan CEO (Direktur Utama). Kebijakan ini dapat ditemukan dalam Piagam Dewan Komisaris dan Piagam Direksi serta Pedoman dan Kode Etik Direksi PT Samudera Indonesia Tbk. Kebijakan tersebut termuat di Laporan Tahunan dan Keberlanjutan yang dapat diakses pada https://www.samudera.id/governance#sustainability-report.	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Penilaian dewan direksi dan komisaris dilakukan sesuai dengan prosedur dan kriteria yang diatur oleh Perusahaan dengan menggunakan metode self-assessment. Kebijakan tersebut termuat di Laporan Tahunan dan Keberlanjutan yang dapat diakses pada https://www.samudera.id/governance#sustainability-report.	
G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya
Pengembangan kompetensi di bidang keberlanjutan dan ESG bagi dewan direksi dan komisaris dilakukan melalui pelatihan, seminar, dan konferensi. Kebijakan pelatihan Perusahaan diatur dalam Kebijakan Pengembangan Karyawan dengan nomor Kebijakan/DCHC-SI/02/R.00/2021. Kebijakan tersebut termuat di Laporan Tahunan dan Keberlanjutan yang dapat diakses pada https://www.samudera.id/governance#sustainability-report.	
G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya
Tanggung jawab pemilihan Dewan ada pada Komite Nominasi dan Remunerasi Perusahaan. Dengan minimal 30% Komisaris Independen dalam komposisi Dewan Komisaris. Keputusan pengesahan Dewan Direksi dan Dewan Komisaris ditetapkan dalam RUPS. Kebijakan pemilihan dewan direksi dan dewan komisaris diatur lebih lanjut dalam Pedoman Kode Etik Komite Nominasi dan Remunerasi, Piagam Dewan Direksi (Board of Directors Charter) dan Piagam Dewan Komisaris (Board of Comissioners Charter) di dalam Laporan Tahunan dan Keberlanjutan yang dapat diakses pada https://www.samudera.id/governance#sustainability-report.	
G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya
Perusahaan terus melakukan sosialisasi Kode Etik dan Panduan Perilaku Perusahaan secara berkala yang dijalankan oleh Divisi Corporate Compliance. Karyawan dan pemangku kepentingan lainnya dapat menyampaikan pengaduan terkait kode etik dan perilaku korupsi, suap, gratifikasi dsb. melalui whistleblowing system (WBS) dengan email ke kode.etik@samudera.id. Perusahaan memiliki kebijakan terkait kode etik dan anti-korupsi dalam Kebijakan Kode Etik dan Panduan Perilaku Perusahaan dengan nomor Kebijakan/DCCP-SIT/01/R.01/2022 & Kebijakan Anti-Penyuapan, Gratifikasi, dan Pencucian Uang dengan nomor Kebijakan/DCCP-SIT/02/R.01/2022 yang dapat diakses di https://samudera.id/pt-samudera-indonesia-tbk/good-corporate-governance.	
G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya
Perusahaan menetapkan kebijakan perlakuan adil kepada pemegang saham melalui ketentuan Informasi Orang Dalam yang tertuang dalam Kode Etik dan Panduan Perilaku nomor Kebijakan/DCCP-IT/01/R.01/2022. Publik dapat meninjau kebijakan tersebut serta informasi investor lainnya melalui tautan berikut: https://www.samudera.id/governance dan https://www.samudera.id/pt-samudera-indonesia-tbk/investor-relations.	
G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya
Perusahaan telah memiliki kebijakan terkait pencegahan konflik kepentingan yang termasuk dalam Kebijakan Kode Etik dan Panduan Perilaku Perusahaan dengan nomor Kebijakan/DCCP-SIT/01/R.01/2022 serta Pedoman dan Kode Etik Dewan Pengawas dan Manajemen yang dapat diakses di https://samudera.id/pt-samudera-indonesia-tbk/good-corporate-governance.	

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	194
	E-02	Intensitas Emisi Gas Rumah Kaca	194
	E-03	Konsumsi Energi Listrik	193
	E-04	Konsumsi Air	194-195
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	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	192
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Sosial	S-01	Kesetaraan Gender	200-203
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	202-203
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	S-07	Kejadian Pelanggaran Hak Asasi Manusia	219
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	200-201
	S-09	Kebijakan Mengenai Hak Asasi Manusia	200-201
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	201
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	208-211
	S-12	Pencegahan Konflik Kepentingan	211-217

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	202
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	153-154
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	146
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	157
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	157
	G-06	Kriteria Khusus Pemilihan Dewan	157
	G-07	Kode Etik dan/atau Anti-Korupsi	147
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	147
	G-09	Pencegahan Konflik Kepentingan	147

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [X] Others, please specify

Peraturan OJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik

Assurance dan validasi pihak ketiga

[X] Tidak

Informasi Lain

(1) Target pengurangan emisi GRK sebesar 40% di tahun 2030 yang tercantum dalam Form E-07 merupakan target intensitas emisi yang telah diselaraskan dengan IMO GHG Strategy 2023. (2) Intensitas emisi GRK yang tercantum dalam Form E-02 merupakan intensitas emisi GRK dalam satuan TonCO2e/Juta Rupiah.

Demikian untuk diketahui.

Hormat Kami,

Samudera Indonesia Tbk

Farida Helianti Sastrosatomo

Corporate Secretary & Compliance Director

Samudera Indonesia Tbk

Gedung Samudera Indonesia Lt. 8 Jl. Letjen S Parman Kav. 35 RT.004 Rw. 003

Telepon : (021) 25676999 , Fax : (021) 25675628 , 0

Nama Pengirim	Farida Helianti Sastrosatomo
Jabatan	Corporate Secretary & Compliance Director
Tanggal dan Waktu	30-04-2026 14:06
Lampiran	1. SMDR - LK 2025.pdf
	2. SMDR - AR SR 2025_ENG.pdf
	3. SMDR - AR SR 2025_IND.pdf

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Letter / Announcement No.	SR.26.04.013/CS/SI
Issuer Name	Samudera Indonesia Tbk
Issuer Code	SMDR
Attachment	3
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 02 Juni 2026

The information referred above has been published on the Company's website https://www.samudera.id/pt-samudera-indonesia-tbk/investor-relations at 02 Juni 2026

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	488,42
Direct emissions from mobile combustion	511.452,38
Direct emissions from processes	0
Direct fugitive emissions	9.043,51
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	520.984,31
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	9.043,51
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	9.043,51
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	0
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	318.008,94
Processing of sold products	0
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	318.008,94
Total GHG Emissions (Scope 1 and 2)	540.253,3
Total GHG Emissions (Scope 1, 2 and 3)	858.262,24
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0,0409
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	218.330.000.000
		Total amount of energy indirectly consumed (kWh or J)	138.011.150.000.000
		Total energy consumption (kWh or J)	138.229.480.000.000
E-04	**Water Consumption**	Total water consumed (m3)	100.900
E-05	**Waste Generation**	Total waste generated (ton)	542,4

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2050
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
The company is committed to achieving Net Zero Emissions by 2050, with an interim target of reducing GHG emission intensity by 40% by 2030. This strategy is aligned with the 2023 IMO GHG Strategy through technological transformation and the use of alternative energy across the entire fleet and logistics operations. Further information can be accessed in the Company Annual & Sustainability Report at https: //www.samudera.id/governance#sustainability-report.	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company's GHG emission reduction target?	40 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	2030

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

The Company implements three core pillars to reduce carbon emissions:
1. Low-Emission Fuel Transition: Adopting low-sulfur fuels (VLSFO) in line with IMO standards, utilizing biodiesel (B30/B35) for port and land logistics, and implementing LPG dual-fuel technology, which has successfully reduced emissions by 411.8 tons CO2eq.
2. Energy Efficiency & Route Optimization: Implementing the Ship Energy Efficiency Management Plan (SEEMP) and optimizing shipping routes to minimize fuel consumption and energy intensity across all operations.
3. Green Port Transformation: Driving a green transition through solar panel integration, electrification of port handling equipment (cranes, RTGs, forklifts), and process digitalization alongside energy-efficient lighting (LED) to minimize the corporate carbon footprint.

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	3.565	70,19 %	521	10,26 %
Mid-level	537	10,57 %	287	5,65 %
Senior-level	58	1,14 %	38	0,75 %
Executive-level	61	1,2 %	12	0,24 %
Total Pegawai	4.221	83,11 %	858	16,89 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	282	77	5	4	0	0	0	0	368
25-35	1.323	256	166	90	2	3	1	1	1.842
35-45	1.039	116	173	77	18	10	14	4	1.460
45-55	809	62	168	77	28	20	23	4	1.191
>55	112	10	25	30	10	5	23	3	218

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	221 Employees	4,35 %
Number of newly appointed Employees	492 Employees	9,68 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	1.779 Employees	35,03 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
22,5 hours/employee	5.097	100 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
0	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0

Company Policy Regarding Employees	
S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
The Company has a policy regarding sexual harassment and non-discrimination in the Company's Code of Ethics and Conduct Guide with policy number Kebijakan/DCCP-SIT/01/R.01/2022, which can be accessed at https://www.samudera.id/governance.	
S-09 Does the company has a policy regarding human rights?	Yes
The Company has a policy regarding human rights in the Company's Code of Ethics and Conduct Guide with policy number Kebijakan/DCCP-SIT/01/R.01/2022 and the Policy to Support Sustainable Development and Environmentally Friendly Business with policy number Kebijakan/DCCM-SI/05/R.00/2022, which can be accessed at https://www.samudera.id/governance.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Company has a policy regarding child labor and forced labor in the Policy to Support Sustainable Development and Environmentally Friendly Business with policy number Kebijakan/DCCM-SI/05/R.00/2022, which can be accessed at https://www.samudera.id/governance.	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes
The Company has a policy regarding occupational health and safety in the Quality, Occupational Health, Safety, and Environment Policy with policy number Kebijakan/QHSE-SI/01/R.00/2021 and the Policy to Support Sustainable Development and Environmentally Friendly Business with policy number Kebijakan/DCCM-SI/05/R.00/2022, which can be accessed at https://www.samudera.id/governance.	

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes

The Company operates a foundation, Samudera Peduli, which manages Corporate Social Responsibility (CSR) programs in the education and social sectors. These programs focus on communities near operational areas, island regions, and coastal territories. In 2025, the primary initiatives included:

1. Samudera School Boats: Operating 7 fleets across 5 provinces to provide coastal education access for 295,864 students and teachers.

2. Samudera Reading Centers: Providing maritime literacy facilities in West Java and NTB, reaching 6,200 visitors.

3. Samudera Green Movement: Planting 20,000 mangroves and 4,000 coral fragments, and managing 28.5 tons of waste through recycling systems and local waste processing sites.

4. Seaweed Farmer Empowerment: Supporting 40 farmers in NTT, resulting in 14 tons of dried seaweed production and a 32 percent income increase.

5. Disaster and Humanitarian Aid: Conducting emergency response actions across 15 national disaster locations for 4,804 beneficiaries.

6. Eye Health: Performing 50 eye surgeries and donating eyeglasses to 241 coastal residents.

7. Arensewu Palm Sugar SME Empowerment: Establishing a farmers' cooperative in Garut, which successfully increased farmer profits by approximately 374.8 percent.

8. Floating Hospital Support: Facilitating medical ship maintenance for RS Ksatria Airlangga and doctorSHARE to serve 4,110 patients in remote areas from NTT to Papua.

9. Social and Religious Programs: Distributing Braille Qurans, hosting blood drives for 651 donors, providing aid to 721 orphans, and completing the construction of a Tahfidz Islamic Boarding School.

Detailed information regarding these programs is available in the Annual and Sustainability Report on the Company's website at www.samudera.id/governance#sustainability-report.

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	5	1	2
Directors	0	2	2	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	12	100 %
Comissioner Attendance to Board Meetings	5	96,67 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
The Company's governance consists of 2 levels, where the Chairman of the Board of Commissioners is separate from the CEO (President Director). This policy can be found in the Board of Commissioners Charter and Board of Directors Charter, as well as the Guidelines and Code of Ethics for the Directors of PT Samudera Indonesia Tbk. The policy is contained in the Annual and Sustainability Report, which can be accessed at https://www.samudera.id/governance#sustainability-report.	
G-04 Does the company has a policy regarding board appraisal?	Yes
The assessment of the board of directors and commissioners is carried out in accordance with the procedures and criteria set by the Company using the self-assessment method. This policy is contained in the Annual and Sustainability Report, which can be accessed at https://www.samudera.id/governance#sustainability-report.	
G-05 Does the company has a policy regarding board training and development?	Yes
The development of competence in the field of sustainability and ESG for the board of directors and commissioners is carried out through training, seminars, and conferences. The Company's training policy is regulated in the Employee Development Policy with policy number Kebijakan/DCHC-SI/02/R.00/2021. This policy is contained in the Annual and Sustainability Report, which can be accessed at https://www.samudera.id/governance#sustainability-report.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The responsibility for the selection of the Board lies with the Company's Nomination and Remuneration Committee. With a minimum of 30% Independent Commissioners in the composition of the Board of Commissioners. The decision on the ratification of the Board of Directors and the Board of Commissioners is determined in the General Meeting of Shareholders (RUPS). The policy for the selection of the board of directors and board of commissioners is further regulated in the Code of Ethics Guidelines for the Nomination and Remuneration Committee, the Board of Directors Charter, and the Board of Commissioners Charter within the Annual and Sustainability Report, which can be accessed at https://www.samudera.id/governance#sustainability-report.	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
The Company continuously conducts periodic socialization of the Company's Code of Ethics and Conduct Guide, which is carried out by the Corporate Compliance Division. Employees and other stakeholders can submit complaints related to the code of ethics and acts of corruption, bribery, gratuities, etc., through the whistleblowing system (WBS) via email to kode.etik@samudera.id. The Company has a policy related to the code of ethics and anti-corruption in the Company's Code of Ethics and Conduct Guide with policy number Kebijakan/DCCP-SIT/01/R.01/2022 & the Anti-Bribery, Gratuity, and Money Laundering Policy with policy number Kebijakan/DCCP-SIT/02/R.01/2022, which can be accessed at https://samudera.id/pt-samudera-indonesia-tbk/good-corporate-governance.	
G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes
The Company establishes an equitable treatment policy for shareholders through Insider Information provisions as stipulated in the Code of Ethics and Business Conduct No. Kebijakan/DCCP-IT/01/R.01/2022. The public may review this policy and other investor-related information via the following links: https://www.samudera.id/governance and https://www.samudera.id/pt-samudera-indonesia-tbk/investor-relations.	
G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes
The Company has a policy regarding the prevention of conflicts of interest, which is included in the Company's Code of Ethics and Conduct Guide with policy number Kebijakan/DCCP-SIT/01/R.01/2022, as well as the Guidelines and Code of Ethics for the Board of Commissioners and Management, which can be accessed at https://samudera.id/pt-samudera-indonesia-tbk/good-corporate-governance.	

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	194
	E-02	Greenhouse Gas Emission Intensity	194
	E-03	Electricity Consumption	193
	E-04	Water Consumption	194-195
	E-05	Waste Generated	194-196
	E-06	Company Commitment to Achieving Net Zero Emission Target	192
	E-07	Company Commitment to Reduce Emission	192-193
Social	S-01	Gender Equality	200-203
	S-02	Employees by Gender and Age Group	202-203
	S-03	Employee Turnover Rate	202
	S-04	Number of Temporary Officers	202
	S-05	Employee Training and Development	206-207
	S-06	Number of Work Accidents	211
	S-07	Human Rights Violation Incidents	219
	S-08	Sexual Harassment and/or Non-Discrimination Policy	200-201
	S-09	Policy on Human Rights	200-201
	S-10	Child Labor and/or Forced Labor Policy	201
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	208-211
	S-12	Corporate Social Responsibility	211-217

Governance	G-01	Management Diversity and Independence	202
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	153-154
	G-03	Chairman of the Board and CEO Separation Policy	146
	G-04	Board of Directors and Commissioners Assessment Policy	157
	G-05	Board of Directors and Commissioners Training Policy	157
	G-06	Special Criteria for Election of the Board	157
	G-07	Code of Ethics and/or Anti-Corruption	147
	G-08	Fair Treatment Policy for Shareholders	147
	G-09	Conflict of Interest Prevention Policy	147

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [X] Others, please specify

Peraturan OJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik

Third-party assurance and/or validation

[X] No

Other Information:

(1) The 40% GHG emission reduction target for 2030 specified in Form E-07 is an emission intensity target that has been aligned with the 2023 IMO GHG Strategy. (2) The GHG emission intensity recorded in Form E-02 represents the GHG emission intensity measured in units of TonCO2e/Million Rupiah.

Thus to be informed accordingly.

Respectfully,

Samudera Indonesia Tbk

Farida Helianti Sastrosatomo

Corporate Secretary & Compliance Director

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Sender Name	Farida Helianti Sastrosatomo
Function	Corporate Secretary & Compliance Director
Date and Time	30-04-2026 14:06
Attachment	1. SMDR - LK 2025.pdf
	2. SMDR - AR SR 2025_ENG.pdf
	3. SMDR - AR SR 2025_IND.pdf

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