



**PELINDO4**

*Great Ports, Great Connectivity, Great Indonesia*

LAPORAN TAHUNAN 2020 ANNUAL REPORT

# CHALLENGE TODAY, CHANGE TOMORROW





# Challenge Today, Change Tomorrow

Hampir semua industri menghadapi tantangan yang tidak kecil akibat dari Pandemi Covid 19. Tak terkecuali Pelindo IV, Perseroan menghadapi berbagai tantangan di tahun 2020, yang tentunya berdampak pada perubahan kondisi keuangan. Namun hal tersebut tidak menyurutkan semangat manajemen dan karyawan. Perseroan tetap pada upaya pengelolaan bisnis yang efektif dan efisien dengan berorientasi pada peningkatan kinerja dan pengendalian biaya yang dikeluarkan.

Untuk itu, guna mempertahankan pertumbuhan Perseroan di tengah tantangan yang besar, maka Perseroan telah menerapkan standar yang tinggi dan sinergi yang optimal dalam proses bisnis yang menopang kinerja, sehingga dapat menghasilkan suatu landasan yang sangat fundamental bagi keberlangsungan Perseroan di masa mendatang dan terus memberikan nilai tambah yang positif dan profitabilitas tinggi kepada seluruh pemegang saham dan pemangku kepentingan Perseroan. Meskipun hari ini tantangan begitu berat, dengan kerja keras dan semangat kebersamaan, akan menjadi kesempatan bagi masa depan Perseroan.

Almost all industries face challenges that are not small as a result of the Covid 19 Pandemic. Pelindo IV is no exception, the Company is facing various challenges in 2020, which of course have an impact on changes in financial conditions. However, this did not dampen the morale of management and employees. The Company remains committed to effective and efficient business management with an orientation to improving performance and controlling costs incurred. For this reason, in order to maintain the Company's growth amidst great challenges, the Company has implemented high standards and optimal synergy in business processes that support performance, so as to produce a foundation that is very fundamental for the Company's sustainability in the future and continues to provide added value, positive results and high profitability to all shareholders and stakeholders of the Company. Even though today the challenges are so tough, with hard work and a spirit of togetherness, it will be an opportunity for the future of the Company.









# TENTANG LAPORAN TAHUNAN

About the Annual Report



## Referensi Penyusunan Annual Report

Annual Report Layout  
Reference

- Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas
- Peraturan Otoritas Jasa Keuangan No.29/POJK.04/2016 tentang Laporan Tahunan Emiten atau Perusahaan Publik
- Peraturan Otoritas Jasa Keuangan No 32/ POJK.03/2016 tentang Perubahan atas POJK No. 06/POJK.03/2016
- Surat Edaran Otoritas Jasa Keuangan No. 30/POJK.04/2016 tentang *Annual Report Awards*

- *Law No. 40 of 2007 concerning Limited Liability Companies*
- *Financial Services Authority Regulation No. 29 / POJK.04 / 2016 concerning Annual Reports of Issuers or Public Companies*
- *Financial Services Authority Regulation No. 32 / POJK.03 / 2016 concerning Amendments to Financial Services Authority Regulations No. 06 / POJK.03 / 2016*
- *Circular of the Financial Services Authority No. 30 / POJK.04 / 2016 About Annual Report Awards*







**Isi  
Laporan Tahunan**  
Content of Annual  
Report

- Laporan Dewan Komisaris dan Direksi
- Profil Perusahaan & Informasi Umum
- Analisis & Pembahasan Manajemen Atas Kinerja
- Tata Kelola Perusahaan
- Tanggung Jawab Sosial Perusahaan
- Laporan Keuangan *Audited* Kantor Akuntan Publik
- Report of the Board of Commissioners and Board of Directors
- Company Profiles & General Information
- Management analysis & discussion of performance
- Good corporate governance
- Corporate social responsibility
- Audited Financial Report of the Public Accountant Office



**Periode Pelaporan**  
Reporting period

Tahun buku 2020 antara 1 Januari 2020 yang berakhir sampai dengan 31 Desember 2020

The 2020 financial year starts from January 1, 2020 to December 31, 2020





## KINERJA TAHUN 2020

2020 performance



**ASET**  
Asset

**Rp11,78** triliun  
*trillion*



**LABA BERSIH 2020**  
2020 Net Income



**EBITDA 2020**  
EBITDA 2020

**Rp283,76** miliar  
*billion*

**Rp920.014** miliar  
*billion*





**Kinerja Operasional**  
Operational Performance

Kapal/ Ship

**75.417** Call  
Call

**442.881.834** GT  
GT

Barang/ Cargo

**52.194.681** T/M3  
T/M3

Petikemas/ Container

**2.118.848** Teus  
Teus

Penumpang/ Passenger


**2.885.726** Orang  
Person






## KINERJA TAHUN 2020

2020 performance



**TINGKAT KESEHATAN PERUSAHAAN**  
Company Soundness Level

**80,50**  
(Sehat, Kategori AA)  
(Healthy, Category AA)




**RATING PEFINDO**  
Rating Pefindo

**AA (Stable)**

**KPI**  
KPI


**102,01**



**GCG**  
GCG

Peningkatan Score Asesmen menjadi  
Increase in the Assessment Score to be

**91,93**







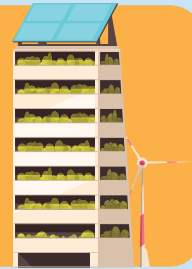
**REALISASI TANGGUG JAWAB SOSIAL**  
Realization of Social Responsibility

**Rp13.789.596.000**



**PROGRAM KEMITRAAN**  
Partnership Program

**Rp7.539.596.000**



**BINA LINGKUNGAN**  
Community Development

**Rp6.250.000.000**





## KEBERLANJUTAN TEMA ANNUAL REPORT

Continuity of Annual Report Themes



2017



### Unite and Synergize, Focus on Priorities

Melalui setiap kegiatan bisnisnya, Pelindo IV menciptakan nilai tambah yang bermanfaat tinggi tak hanya bagi pemegang saham, tetapi bagi masyarakat dan semua pemangku kepentingan. Perseroan terus melanjutkan upaya penyempurnaan kualitas pada setiap lini dengan menanamkan budaya perusahaan, mengembangkan kompetensi karyawan, dan membangun berbagai layanan berbasis teknologi informasi. Pelindo IV terus memelihara pertumbuhan dan menciptakan nilai-nilai penting bagi keberlanjutan usaha dan pertumbuhan industri di masa depan.

Through each of its business activities, Pelindo IV creates a high value-added value not only for shareholders, but for the community and all stakeholders. The Company continues to improve quality on every line by instilling corporate culture, developing employee competency, and building various information technology-based services. Pelindo IV continues to maintain growth and create important values for the sustainability of the business and future industry growth.



2018

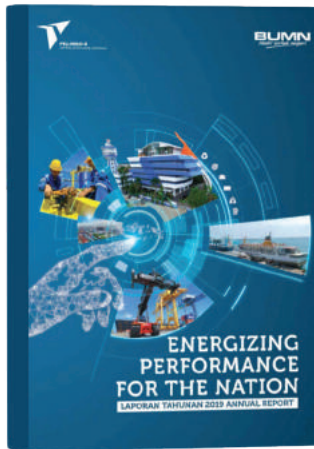


### Step Forward, Transforming For Greater Strides

Pelindo IV terus melanjutkan upaya penyempurnaan kualitas pada setiap lini dengan menanamkan budaya perusahaan, mengembangkan kompetensi, memelihara pertumbuhan dan menciptakan nilai-nilai penting bagi keberlanjutan usaha dan pertumbuhan industri di masa depan. Bisnis Perseroan yang bergerak di bidang jasa Kepelabuhanan menempatkan konsumen sebagai salah satu pilar penting, bersama dengan layanan yang prima. Karena itulah, selain memberikan layanan jasa yang terintegrasi, Perseroan juga melakukan transformasi bisnis dengan mengeluarkan obligasi pada tahun 2018 ini.

Pelindo IV continues its efforts to improve quality in every line by instilling a corporate culture, developing competencies, maintaining growth and creating important values for business sustainability and industrial growth in the future. The Company's business which is engaged in Port services places consumers as one of the important pillars, along with excellent service. For this reason, in addition to providing integrated services, the Company is also carrying out business transformation by issuing bonds in 2018.





2019



## Energizing Performance for the Nation

Pada tahun 2019, Pelindo IV mencanangkan sebagai tahun perubahan, dimulai dengan pencanangan Visi baru sehingga seluruh Jajaran Perusahaan mampu bekerja lebih keras lebih cekatan, lebih efektif, dan lebih efisien. Tekad Pelindo IV memberikan kontribusi optimal mendorong pertumbuhan bagi para pemangku kepentingan dan ekonomi Nasional.

In 2019, Pelindo IV has been launched as a year of change, starting with the launching of a new vision so that all of the Company can work harder more deftly, more effectively, and more efficiently. Pelindo IV's determination to contribute optimally drives growth for stakeholders and the National economy.



2020



## Challenge Today, Change Tomorrow

Perseroan tetap pada upaya pengelolaan bisnis yang efektif dan efisien dengan berorientasi pada peningkatan kinerja dan pengendalian biaya yang dikeluarkan. Untuk itu, guna mempertahankan pertumbuhan Perseroan di tengah tantangan yang besar, maka Perseroan telah menerapkan standar yang tinggi dan sinergi yang optimal dalam proses bisnis yang menopang kinerja, sehingga dapat menghasilkan suatu landasan yang sangat fundamental bagi keberlangsungan Perseroan di masa mendatang dan terus memberikan nilai tambah yang positif dan profitabilitas tinggi kepada seluruh pemegang saham dan pemangku kepentingan Perseroan.

The company remains on the business management efforts oriented to effective and efficient improved performance and cost control issued. For that, in order to maintain the Company's growth amidst challenges which is large, then the Company has implemented high standards and deep optimal synergy business processes that sustain performance, so that can produce a very foundation fundamental for the sustainability of the Company in the future and continue to provide value added positive and high profitability to all shareholders and stakeholders interests of the Company.



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# PENGHARGAAN

## Awards



**10 FEBRUARI 2020**  
10 February 2020

Penghargaan Gubernur Sulawesi Selatan Diberikan Kepada PT Pelindo IV (Persero) Cabang Terminal Peti Kemas Makassar atas Kinerja Pembina Keselamatan dan Kesehatan Kerja (P2K3)

South Sulawesi Governor Award Awarded to PT Pelindo IV (Persero) Makassar Container Terminal Branch on the Performance of the Occupational Safety and Health Coach (P2K3)



**10 FEBRUARI 2020**  
10 February 2020

Penghargaan Gubernur Sulawesi Selatan Diberikan Kepada PT Pelindo IV (Persero) Cabang Terminal Peti Kemas Makassar Atas Kinerja Keselamatan dan Kesehatan Kerja (K3) Kategori Terbaik.

South Sulawesi Governor Award Awarded to PT Pelindo IV (Persero) Makassar Container Terminal Branch For Occupational Safety and Health (K3) Performance Best Category.



**04 MARET 2020**  
04 Maret 2020

“Emerging Industry Leader” BUMN Performance Excellence Award (BPEA) Atas pencapaian tingkat kinerja ekselen perusahaan yang mengacu pada Kriteria Penilaian Kinerja Unggul (KPKU) yang ditetapkan Kementerian BUMN sejak November 2019 dengan total score 593. Dari Forum Ekselen BUMN (FEB) di Jakarta.

“Emerging Industry Leader” BUMN Performance Excellence Award (BPEA) For the achievement of the company’s excellent performance level which refers to the Superior Performance Assessment Criteria (KPKU) set by the Ministry of BUMN since November 2019 with a total score of 593. From the BUMN Ekselen Forum (FEB) in Jakarta.



**10 FEBRUARI 2020**  
10 February 2020

Penghargaan Gubernur Sulawesi Selatan Ketenagakerjaan Award Diberikan Kepada PT Pelindo IV (Persero) Cabang Terminal Peti Kemas Makassar Atas Capaian Kepatuhan Pelaksanaan Perundang-undangan Ketenagakerjaan Diatas 80%

Employment Award  
Awarded to PT Pelindo IV (Persero) Makassar Container Terminal Branch Achievement of Compliance with the Implementation of Manpower Legislation Above 80%



**10 FEBRUARI 2020**  
10 February 2020

Penghargaan Gubernur Sulawesi Selatan Penghargaan Kecelakaan Nihil Diberikan Kepada PT Pelindo IV (Persero) Cabang Terminal Peti Kemas Makassar Atas Capaian Penghargaan Kecelakaan Nihil (Zero Accident Award)

Zero Accident Award  
Awarded to PT Pelindo IV (Persero) Makassar Container Terminal Branch for Achieving Zero Accident Award



**09 JULI 2020**  
09 July 2020

Pengembangan SDM Unggul Terbaik I dalam gelaran 9th Anugerah BUMN 2020. Dari BUMN Track.

Superior HR Development  
Best I in the 9th BUMN Award 2020. From BUMN Track.





# PENGHARGAAN

## Awards



**29 JULI 2020**  
29 July 2020

The Best GRC For Corporate Performance In Operations & Digital Transformation 2020 (Logistics Services)

Di ajang GRC & Performance Excellence Award 2020. Dari Majalah BusinessNews Indonesia bekerjasama dengan CEO Forum

The Best GRC for Corporate Performance In Operations & Digital Transformation 2020 (Logistics Services) in the GRC & Performance Excellence Award 2020 event.

From BusinessNews Indonesia magazine in collaboration with the CEO of the forum



**31 JULI 2020**  
31 July 2020

TOP CSR Awards 2020 dari Majalah Top Business

Untuk 2 kategori

1. Top CSR Award 2020 #Star 4 untuk Perseroan
2. Top Leader On CSR Commitment 2020 diberikan kepada Direktur Utama Pelindo IV, Prasetyadi.

Top CSR Awards 2020 from Top Business Magazine

For 2 categories

1. Top CSR Award 2020 #Star 4 for the Company
2. Top Leader on CSR Commitment 2020 was awarded to the Director of Pelindo IV, Prasetyadi.





**17 SEPTEMBER 2020**  
17 September 2020

Sistem Manajemen Keselamatan dan Kesehatan Kerja  
Diberikan Kepada PT Pelindo IV (Persero) Dengan Pencapaian  
89,76% Kategori Tingkat Lanjut (166 Kriteria)

Occupational Health and Safety Management System  
Awarded to PT Pelindo IV (Persero) With Achievement of 89.76%  
Advanced Category (166 Criteria)





## IKHTISAR KINERJA KEUANGAN

### Financial Performance Highlights

LAPORAN LABA RUGI KOMPREHENSIF KONSOLIDASIAN (Dalam Jutaan Rupiah) CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME (In million rupiah)							
DESKRIPSI	2020	2019*)	2018	2017	2016	Trend % (2020 : 2019)	DESCRIPTION
Pendapatan Usaha	3,639,222	3,661,291	3,305,799	3,003,623	2,563,679	110.75	Revenues
Beban Usaha	(3,158,462)	(3,112,715)	(2,752,141)	(2,404,883)	(2,187,712)	113.10	Operating expenses
<b>LABA USAHA</b>	<b>480,760</b>	<b>548,575</b>	<b>553,658</b>	<b>598,740</b>	<b>375,968</b>	<b>99.08</b>	<b>OPERATING PROFIT</b>
Pendapatan Non Usaha	79,483	133,399	152,026	151,030	272,389	87.75	Non-Operating Income
Beban Non Usaha	(168,126)	(138,748)	(223,090)	(161,875)	(221,017)	62.19	Non Operating Expenses
<b>LABA SEBELUM PAJAK</b>	<b>392,117</b>	<b>543,227</b>	<b>482,595</b>	<b>587,895</b>	<b>427,340</b>	<b>112.56</b>	<b>PROFIT BEFORE TAX</b>
Beban Pajak Penghasilan	(84,483)	(124,086)	(159,362)	(170,073)	(102,753)	77.86	Income Tax Expense
Manfaat Pajak Tangguhan	(23,872)	(33,495)	2,970	10,726	5,673	(1,127.77)	Deferred Tax Benefits
<b>LABA TAHUN BERJALAN</b>	<b>283,762</b>	<b>385,646</b>	<b>326,203</b>	<b>428,549</b>	<b>330,260</b>	<b>118.22</b>	<b>PROFIT OF THE YEAR</b>
Pendapatan (Beban) Komprehensif Lain	(16,495)	(71,772)	2,177	-7,560	2,674	(3,296.85)	Other Comprehensive Income (Expenses)
<b>TOTAL LABA KOMPREHENSIF</b>	<b>267,267</b>	<b>313,874</b>	<b>328,380</b>	<b>420,989</b>	<b>332,934</b>	<b>95.58</b>	<b>TOTAL COMPREHENSIVE INCOME</b>
<b>LABA BERSIH YANG DIATRIBUSIKAN KEPADA :</b>							<b>NET PROFIT ATTRIBUTABLE TO:</b>
Pemilik Entitas Induk	279,971	383,264	326,133	427,849	325,539	117.52	Parent Entity Owner
Kepentingan Non Pengendali	3,791	2,382	70	699	4,720	3,414.93	Non-controlling interests
<b>LABA KOMPREHENSIF YANG DIATRIBUSIKAN KEPADA :</b>							<b>COMPREHENSIVE INCOME ATTRIBUTABLE TO:</b>
Pemilik Entitas Induk	263,476	311,492	328,310	420,289	328,214	94.88	Parent Entity Owner
Kepentingan Non Pengendali	3,791	2,382	70	699	4,720	3,414.93	Non-controlling interests
<b>LABA BERSIH PER SAHAM DASAR (dalam rupiah)</b>	<b>89,862</b>	<b>123,153</b>	<b>104,818</b>	<b>137,480</b>	<b>104,605</b>	<b>117.49</b>	<b>NET INCOME PER BASIC SHARE (in rupiah)</b>

\*) Disajikan Kembali (Restatement Laporan Keuangan)

\*) Restated (Financial Report Restatement)





**LAPORAN POSISI KEUANGAN (NERACA) KONSOLIDASIAN /  
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION (BALANCE SHEET)**

DESKRIPSI	2020	2019*)	2018*)	2017	2016	Trend % (2020 : 2019)	DESCRIPTION
Investasi pada Entitas Asosiasi Bersih	33,092	32,969	32,588	37,500	37,500	100.37	Investment in Associated Entity
Aset Lancar	1,217,364	1,093,753	2,403,217	2,421,142	2,780,945	111.30	Current Assets
Aset Tidak Lancar	10,530,787	9,286,056	7,784,163	5,921,000	4,722,724	113.40	Non Current Assets
Aset	11,781,242	10,412,778	10,219,967	8,381,660	7,543,186	113.14	Assets
Liabilitas Jangka Pendek	856,903	1,093,195	1,171,231	956,560	1,067,892	78.39	Short-Term Liabilities
Liabilitas Jangka Panjang	4,790,600	3,357,044	3,269,618	1,549,275	919,194	142.70	Long-Term Liabilities
Liabilitas	5,647,503	4,450,239	4,440,849	2,505,835	1,987,087	126.90	Liabilities
Ekuitas	6,133,740	5,962,539	5,779,119	5,836,308	5,516,583	102.87	Equity
Modal Kerja Bersih	360,461	558	1,231,986	1,464,583	1,713,053	64,598.73	Net Working Capital

**LAPORAN ARUS KAS KONSOLIDASIAN (Dalam Jutaan Rupiah)  
CONSOLIDATED CASH FLOW (In million rupiah)**

DESKRIPSI	2020	2019	2018	2017	2016	Pertumbuhan Growth %	DESCRIPTION
Arus Kas Dari Aktivitas Operasi	434,354	248,831	768,711	402,446	283,313	174.56	Cash Flow From Operating Activities
Arus Kas Dari Aktivitas Investasi	(1,543,146)	(1,498,296)	(2,028,472)	(1,490,663)	(378,407)	102.99	Cash Flow From Investing Activities
Arus Kas Dari Aktivitas Pendanaan	1,298,563	(156,790)	1,584,090	286,011	(5,474)	-828.22	Cash Flows From Financing Activities
Kas dan Setara Kas Awal Tahun	495,527	(1,410,908)	1,574,997	2,377,033	2,471,839	-35.12	Beginning of Cash and Cash Equivalent
Kas dan Setara Kas Akhir Tahun	698,369	495,528	1,906,436	1,574,997	2,377,033	140.93	Ending of Cash and Cash Equivalents

**RASIO KEUANGAN (% , Kecuali Dinyatakan Lain)  
FINANCIAL RATIOS (% , Unless Otherwise Stated)**

DESKRIPSI	2020	2019	2018	2017	2016	Trend % (2020 : 2019)	DESCRIPTION
Imbalan kepada Pemegang Saham (ROE)	6.73%	7.66%	5.89%	14.11%	8.17%	87.86	Return on Equity (ROE)
Imbalan Investasi (ROI)	9.54%	12.62%	15.47%	19.73%	11.29%	75.59	Return on Investment (ROI)



RASIO KEUANGAN (% Kecuali Dinyatakan Lain) FINANCIAL RATIOS (% Unless Otherwise Stated)							
DESKRIPSI	2020	2019	2018	2017	2016	Trend % (2020 : 2019)	DESCRIPTION
Rasio Kas	81.50%	43.73%	162.77%	164.65%	139.71%	186.37	Cash Ratio
Rasio Lancar	142.07%	101.00%	211.25%	253.11%	163.29%	140.66	Current Ratio
Umur Piutang (Hari), dibulatkan	13	24	24	44	27	54.17	Collection Periods (Days), Rounded
Perputaran Persediaan (Hari) dibulatkan	2	2	3	2	2	129.03	Inventory Turnover (Days), Rounded
Perputaran Total Aset	36.51%	46.65%	60.74%	65.71%	43.67%	78.26	Total Assets Turnover
Total Equity to Total Assets	51.76%	54.48%	53.38%	36.41%	73.16%	95.01	Total Equity to Total Assets
Rasio Laba Rugi Terhadap Aset	3.33%	5.22%	4.72%	7.01%	5.67%	63.80	Profit-Loss-to- Asset Ratio
Rasio Laba Rugi Terhadap Pendapatan	10.77%	14.84%	14.60%	19.57%	16.67%	72.62	Profit Loss To Income Ratio
Rasio Liabilitas Terhadap Ekuitas	92.07%	74.64%	76.84%	42.94%	36.02%	123.36	Liability to Equity Ratio
Rasio Liabilitas Terhadap Total Aset	47.94%	42.74%	43.45%	29.90%	26.34%	112.16	Ratio of Liabilities to Total Assets

## IKHTISAR SAHAM

Sampai dengan akhir tahun 2020, PT Pelabuhan Indonesia IV (Persero) atau Pelindo 4 belum melakukan aktivitas perdagangan saham di Bursa Efek Indonesia, sehingga tidak terdapat informasi yang memuat tentang:

1. Jumlah Saham yang Beredar;
2. Kapitalisasi Pasar;
3. Harga Saham tertinggi, terendah dan penutupan; dan
4. Volume Perdagangan

## IKHTISAR OBLIGASI

PT Pelabuhan Indonesia IV (Persero) menerbitkan Obligasi I Pelindo IV "Konektivitas Indonesia" tahun 2018 tanpa warkat dan dijamin secara kesanggupan penuh yang terdiri dari:

Kupon Coupon	Jangka Waktu (Tahun) Duration (Years)	Tanggal Terbit Date of issue	Jatuh Tempo Date of issue	Rate (%) Rate (%)	Jumlah (Rp Miliar) Amount (IDR Billion)	Rating Rating
Seri A	5	Rabu, 04 Juli 2018 Wednesday, 04 July 2018	Selasa, 04 Juli 2023 Tuesday, 04 July 2023	8	380	AA
Seri B	7	Rabu, 04 Juli 2018 Wednesday, 04 July 2018	Jumat, 04 Juli 2025 Friday, 04 July 2025	9,15	1.820	AA
Seri C	10	Rabu, 04 Juli 2018 Wednesday, 04 July 2018	Selasa, 04 Juli 2028 Tuesday, 04 July 2028	9,35	800	AA

## SHARE OVERVIEW

As of the end of 2020, PT Pelabuhan Indonesia IV (Persero) or Pelindo 4 has not carried out share trading activities on the Indonesia Stock Exchange, so there is no information that contains:

1. Number of Shares Outstanding;
2. Market Cap;
3. Highest, lowest and closing share prices; and
4. Trading Volume

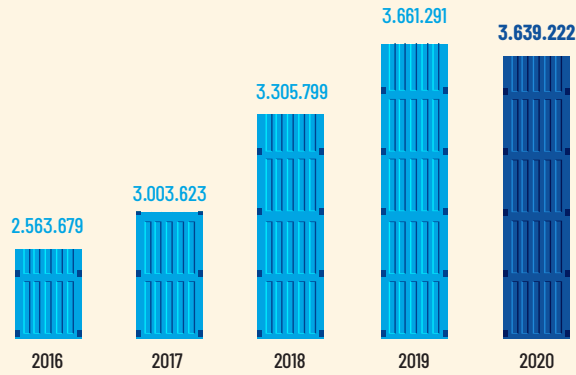
## OBLIGATION OVERVIEW

PT Pelabuhan Indonesia IV (Persero) issued Bond I Pelindo IV "Indonesian Connectivity" 2018 without script and guaranteed in full capability, consisting of:



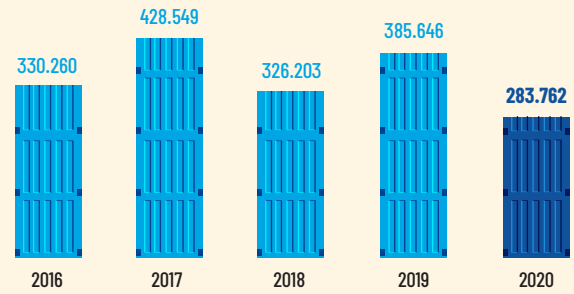
## PENDAPATAN USAHA

Operating Revenues  
dalam miliar/in million



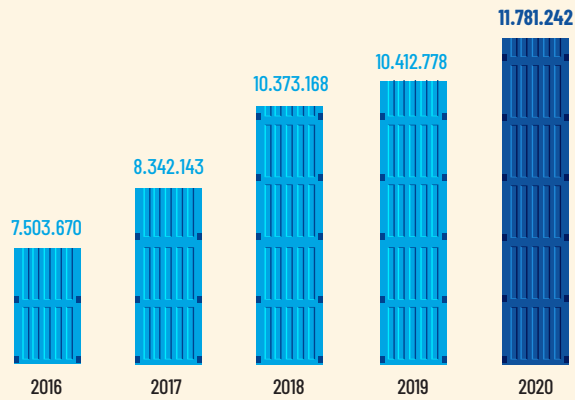
## LABA BERSIH TAHUN BERJALAN

Net Profit For The Year  
dalam miliar/in million



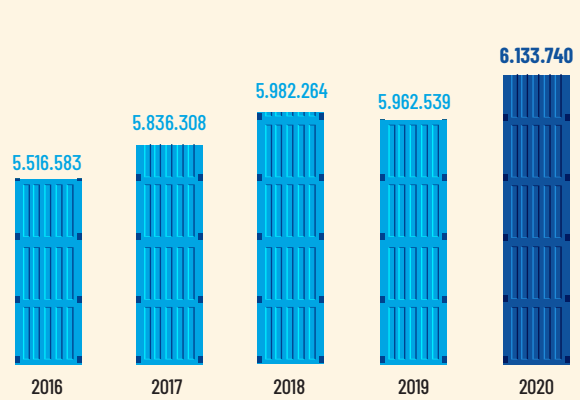
## ASET

Assets  
dalam miliar/in million



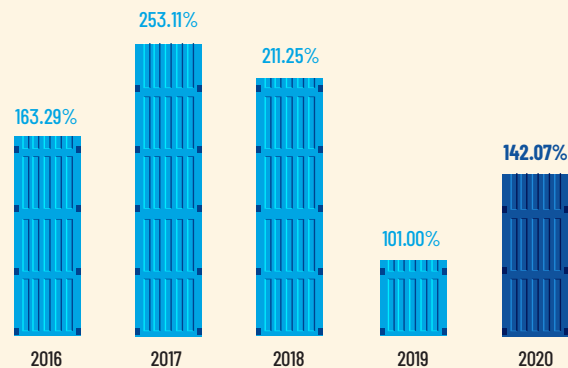
## EKUITAS

EQUITY  
dalam miliar/in million



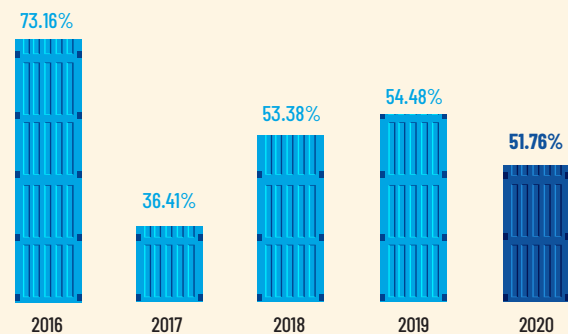
## RASIO LANCAR

Current Ratio  
dalam persen/in percent



## RASIO MODAL SENDIRI ATAS TOTAL ASET

Own Capital Ratio to Total Assets  
dalam persen/in percent





# LAPORAN MANAJEMEN

## Management Report



Dewan Komisaris menilai Direksi telah menunjukkan kinerja yang baik sepanjang tahun 2020, dengan tetap mencatatkan laba di tengah peningkatan tantangan akibat pandemi covid-19 serta persaingan usaha yang semakin ketat.

The Board of Commissioners considers that the Board of Directors has shown good performance throughout 2020, while continuing to record profits amid increasing challenges due to the Covid-19 pandemic and increasingly fierce business







# LAPORAN KOMISARIS

Report of the Board of Commissioners





## Para pemegang saham yang terhormat,

Puji dan syukur kami panjatkan kepada Tuhan yang Maha kuasa atas berkah dan rahmat-nya PT Pelindo IV (persero), dapat melalui tahun 2020 dengan baik di tengah beragam tantangan yang dihadapi. Sebagai perusahaan yang bergerak di industri kepelabuhanan yang berpengalaman, Pelindo IV secara konsisten terus menunjukkan komitmennya dalam mendukung percepatan pembangunan Kawasan untuk menghadirkan pemerataan kesejahteraan di Indonesia. Hal ini tentunya memberikan nilai tambah bagi perseroan untuk meningkatkan daya saing yang semakin kompetitif.

Oleh karena itu, mewakili segenap jajaran Dewan Komisaris, perkenankan kami menyampaikan laporan atas aktivitas pengawasan dari kegiatan pengelolaan yang dijalankan Direksi sepanjang tahun buku 2020. Penyampaian laporan ini merupakan bagian dari tanggung jawab serta komitmen atas pemenuhan prinsip-prinsip keterbukaan kepada pemegang saham dan pemangku kepentingan lainnya.

## Tinjauan Ekonomi dan Industri pada 2020

Awalnya, Pemerintah memprakirakan pertumbuhan ekonomi Indonesia sebesar 5,3% (YoY) di tahun 2020, namun dikoreksi menjadi (0,4%) - 2,3% di periode Maret-April 2020. Namun prakiraan ini diubah pada bulan Agustus 2020 menjadi (1,1%) - 0,2% setelah angka pertumbuhan ekonomi kuartal 2 (dua) tahun 2020 menunjukkan kontraksi yang lebih besar daripada prakiraan Pemerintah yaitu terkontraksi sebesar 5,32% (YoY). Walaupun sedikit mengalami penguatan, Pemerintah tetap merevisi ke bawah prakiraan pertumbuhan ekonomi Indonesia tahun 2020 menjadi (1,7%) - (0,6%).

Dengan mulai pulihnya pertumbuhan ekonomi dan rencana vaksinasi COVID-19, diprediksi optimisme pertumbuhan akan berlanjut di tahun 2021. Optimisme tersebut juga dipengaruhi oleh berlanjutnya dukungan stimulus fiskal Pemerintah pada Program PEN dan stabilitas ekonomi nasional yang cukup kuat untuk mendukung pertumbuhan di tahun 2021, yang

## Dear shareholders,

Praise and gratitude for the Almighty God for the blessings and mercy of PT Pelindo IV (Persero), to get through 2020 well in the midst of the various challenges faced. As a company engaged in an experienced port industry, Pelindo IV has consistently shown its commitment in supporting the acceleration of regional development to bring equal distribution of welfare in Indonesia. This certainly provides added value for the company to increase its increasingly competitive competitiveness.

Therefore, on behalf of all levels of the Board of Commissioners, please allow us to submit a report on the supervisory activities of the management activities carried out by the Board of Directors throughout the financial year 2020. Submission of this report is part of the responsibility and commitment to fulfillment of the principles of transparency to shareholders and stakeholders. other.

## Economic and Industrial Overview in 2020

Initially, the Government predicted Indonesia's economic growth of 5.3% (YoY) in 2020, but was corrected to (0.4%) - 2.3% in the March-April 2020 period. However, this forecast was changed in August 2020 to (1.1%) - 0.2% after the economic growth figure for the second quarter of 2020 showed a bigger contraction than the Government's forecast, namely a contraction of 5.32% (YoY). Even though it has slightly strengthened, the Government has continued to revise the forecast for Indonesia's economic growth in 2020 to (1.7%) - (0.6%).

With economic growth starting to recover and the COVID-19 vaccination plan, it is predicted that growth optimism will continue in 2021. This optimism is also influenced by the continued support of the Government's fiscal stimulus in the PEN Program and national economic stability which is strong enough to support growth in 2021, which is shown due to a stable inflation rate in the range of



ditunjukkan oleh tingkat inflasi yang stabil di kisaran 2%-3% dan nilai tukar Rupiah terhadap US Dollar (USD) yang semakin terkendali di kisaran Rp14.000/USD.

## Kinerja Pelindo IV dan Direksi

Dari hasil pengamatan atas laporan keuangan Perseroan tahun 2020, rasio-rasio kunci atas laporan keuangan menunjukkan kinerja yang positif. Dewan Komisaris menilai Direksi telah menunjukkan kinerja yang baik sepanjang tahun 2020, dengan tetap mencatatkan laba di tengah peningkatan tantangan akibat pandemi covid-19 serta persaingan usaha yang semakin ketat.

Seluruh pencapaian ini dilakukan secara disiplin dan berkomitmen dengan mempertimbangkan risk appetite Perusahaan secara menyeluruh, guna melindungi Perusahaan dari risiko yang dapat timbul dari aktivitas bisnis.

Hasilnya, Inisiatif-inisiatif perbaikan sistem operasi dan transformasi layanan Perusahaan yang berkelanjutan berhasil mendorong Pelindo IV membukukan laba bersih setelah pajak sebesar sebesar Rp283,76 miliar, lebih rendah Rp101,88 miliar atau 26,42% dibandingkan tahun 2019 sebesar Rp385,65 miliar.

## Penilaian Kinerja Direksi

Perseroan mengalami perubahan jajaran Direksi pada bulan April 2020 dan langsung bekerja keras untuk dapat mencapai berbagai target yang telah ditetapkan. Dengan kompetensi yang telah dimiliki oleh jajaran Direksi, Perseroan berhasil mencapai kinerja positif sebagaimana diuraikan sebelumnya. Capaian tersebut juga mengindikasikan bahwa sistem pengelolaan Perseroan berjalan dengan baik. Selain itu Direksi berkomitmen untuk terus meningkatkan tata Kelola ditengah tuntutan kecepatan penyelesaian berbagai proyek investasi untuk pengembangan pelayanan. Penilaian pencapaian ini didasarkan kepada aspek keuangan, aspek tata kelola dan keberhasilan penyelesaian proyek-proyek berjalan yang penuh tantangan dan dalam waktu yang dijangkakan.

## Pengawasan Terhadap Implementasi Kebijakan dan Strategi

Dewan komisaris senantiasa membangun sinergi yang baik dengan Direksi dalam rangka mengoptimalkan kinerja Perseroan. Proses komunikasi dilakukan secara transparan dan terbuka terutama dalam merumuskan kebijakan strategis serta inisiatif bisnis.

2% -3% and the rupiah exchange rate against the US Dollar (USD) which was increasingly under control in the range of Rp14,000 / USD.

## Pelindo IV and the Board of Directors' performance

From the observations of the Company's 2020 financial statements, the key ratios to the financial statements show positive performance. The Board of Commissioners considers that the Board of Directors has shown good performance throughout 2020, while still recording profits amid increasing challenges due to the Covid-19 pandemic and increasingly fierce business competition.

All of these achievements are carried out in a disciplined and committed manner by considering the overall risk appetite of the Company, in order to protect the Company from risks that may arise from business activities.

As a result, the Company's ongoing operating system improvement initiatives and service transformation have succeeded in encouraging Pelindo IV to book a net profit after tax of IDR283.76 billion, IDR101.88 billion or 26.42% lower compared to 2019 of IDR385.65 billion.

## Performance Assessment of the Board of Directors

The Company underwent a change in the ranks of the Board of Directors in April 2020 and immediately worked hard to achieve the various targets that have been set. With the competencies possessed by the Board of Directors, the Company has succeeded in achieving positive performance as described previously. This achievement also indicates that the Company's management system is running well. In addition, the Board of Directors is committed to continuously improving governance amid the demands for speed of completion of various investment projects for service development. This achievement assessment is based on financial aspects, governance aspects and the successful completion of ongoing projects that are full of challenges and within estimated time.

## Supervision of Policy and Strategy Implementation

The Board of Commissioners always builds good synergy with the Board of Directors in order to optimize the Company's performance. The communication process is carried out in a transparent and open manner, especially in formulating strategic policies and business initiatives. The board of commissioners supervises the Board of

Dewan komisaris melakukan pengawasan terhadap Direksi secara rutin dengan mengundang Direksi untuk mempresentasikan strategi perseroan, kinerja keuangan, rencana aksi korporasi dan isu-isu perusahaan lainnya untuk dievaluasi. Jika dipandang perlu, Dewan Komisaris meminta komite untuk melakukan penelaahan lebih dalam atas bahan/isu yang akan dibahas dengan Direksi.

Dewan Komisaris melakukan penelaahan dan menyetujui penetapan rencana Kerja dan Anggaran Perusahaan (RKAP) dan melakukan pemantauan capaian kinerja setiap tiga bulan. Sebagai bagian dari pelaksanaan pengawasan yang efektif, Dewan komisaris juga melakukan rapat dengan Direksi, disertai dengan kunjungan langsung ke proyek dan unit kerja. Hal ini diperlukan agar Dewan Komisaris dapat memberikan rekomendasi yang akurat kepada Direksi dan jajarannya dalam menyelesaikan setiap kendala dan permasalahan di lapangan.

Dewan komisaris selama tahun 2020 telah memberikan nasihat kepada jajaran Manajemen dalam pelaksanaan percepatan penyelesaian pembangunan proyek investasi pengembangan lainnya.. Disamping itu, Perseroan juga perlu melakukan evaluasi terhadap rancangan Jangka Panjang Perseroan (RJPP) agar lebih sesuai dengan kondisi internal dan lingkungan eksternal perseroan dan sesuai dengan visi dan misi Perusahaan dan program kerja Direksi yang baru.

## PROSPEK USAHA

Peluang pertumbuhan bisnis kepelabuhanan masih terbuka selaras dengan proyeksi pertumbuhan perekonomian Indonesia pada tahun 2021. Tentu pertumbuhan dan kebutuhan ini menuntut tersedianya kebutuhan untuk pembiayaan dan investasi dan modal kerja, yang diperkirakan akan meningkat seiring dengan perbaikan laju pertumbuhan ekonomi Indonesia.

Oleh karena itu, Dewan Komisaris setuju dengan penilaian Direksi tentang kecendrungan perbaikan ekonomi Indonesia akan menyediakan iklim yang lebih kondusif bagi perkembangan sektor bisnis pada tahun 2021. Selain itu, indikator ekonomi makro secara umum menunjukkan peningkatan, kebijakan- kebijakan pemerintah dalam menghadapi covid 19 dan upaya mendukung iklim usaha terus berlanjut. Percepatan belanja pemerintah untuk infrastruktur diprediksikan

Directors on a regular basis by inviting the Board of Directors to present the company's strategy, financial performance, corporate action plans and other company issues for evaluation. If deemed necessary, the Board of Commissioners asks the committee to conduct a deeper review of the material / issue to be discussed with the Board of Directors.

The Board of Commissioners reviews and approves the determination of the Work plan and Company Budget (RKAP) and monitors performance achievements every three months. As part of the implementation of effective supervision, the Board of Commissioners also holds meetings with the Board of Directors, accompanied by direct visits to projects and work units. This is necessary so that the Board of Commissioners can provide accurate recommendations to the Board of Directors and staff in resolving any obstacles and problems in the field.

The board of commissioners during 2020 has provided advice to the management in the implementation of accelerated completion of development of other development investment projects. In addition, the Company also needs to evaluate the Company's long-term plan (RJPP) so that it is more in line with the company's internal conditions and external environment with the Company's vision and mission and the new Board of Directors work program.

## BUSINESS PROSPECT

Opportunities for port business growth are still open in line with the projected growth of the Indonesian economy in 2021. Of course this growth and demand demands the availability of financing and investment and working capital needs, which are expected to increase in line with the improvement in Indonesia's economic growth rate.

Therefore, the Board of Commissioners agrees with the Board of Directors' assessment of the tendency for economic improvement in Indonesia to provide a more conducive climate for the development of the business sector in 2021. In addition, general macroeconomic indicators show improvement, government policies in dealing with Covid 19 and efforts support a sustainable business climate. It is predicted that the acceleration of government spending on infrastructure will boost the





akan mendorong tingkat kepercayaan dan konsumsi masyarakat sehingga membantu pertumbuhan industri kedepannya.

Dalam menghadapi tahun 2021, Perseroan telah menyusun sejumlah prospek usaha yang dituangkan dalam rencana Kerja dan Anggaran Perusahaan (RKAP) tahun 2021. Penyusunan RKAP tersebut telah melalui pembahasan yang intensif antara Dewan Komisaris dan Direksi, dengan memperhatikan garis kebijakan pengembangan Perseroan dari Kementerian BUMN.

Secara umum, Dewan Komisaris memandang, tahun 2021 tentu masih merupakan tahun yang akan cukup berat bagi perseroan karena merupakan tahun perbaikan tahap kedua upaya pemulihan akibat covid-19, namun demikian, Dewan Komisaris dan Direksi telah mempunyai pemahaman yang sama bahwa perseroan akan tetap berfokus pada peningkatan pelayanan.

## TATA KELOLA PERUSAHAAN YANG BAIK

Tata kelola perusahaan yang baik (GCG) sangat penting dalam membangun bisnis yang sehat. Karenanya, Pelindo IV berkomitmen menerapkan GCG pada seluruh aktivitas usaha.

Dewan komisaris terus mendorong pengelolaan perseroan dilakukan secara efektif, akuntabel, bersih dan bebas dari praktik-praktik yang bisa merugikan Perusahaan. Dalam rangka mencegah praktik penyimpangan dan kecurangan serta memperkuat penerapan praktik GCG, Dewan komisaris memiliki perhatian yang sangat tinggi terhadap penyelenggaraan *Whistle Blowing System (WBS)*. Hal ini ditunjukkan dengan adanya peraturan internal yang mengatur pelaksanaan WBS, antara lain adalah Prosedur dibidang tata kelola perusahaan (*GCG Code*), Prosedur Hubungan Kerja Komisaris dan Direksi (*Board Manual*), Prosedur Etika dan Perilaku (*Code of Conduct*) dan pedoman sistem pelaporan pelanggaran /Whistle blowing system (*Whistle Blowing System Policy*). Dewan Komisaris terus mendorong agar perseroan melakukan beberapa usaha untuk meningkatkan efektivitas WBS terkait sistem dan mekanisme pelaporan dan peng-investigasiannya.

level of public confidence and consumption, thereby helping future industrial growth.

In facing 2021, the Company has compiled a number of business prospects as outlined in the Work and Budget Plan (RKAP) for 2021. The preparation of the RKAP has been through intensive discussions between the Board of Commissioners and the Board of Directors, taking into account the lines of the Company's development policies from the Ministry of BUMN.

In general, the Board of Commissioners views that 2021 is certainly still a year that will be quite tough for the company because it is the year for the second phase of recovery efforts due to Covid-19, however, the Board of Commissioners and Directors have the same understanding that the company will remain focused on service improvements.

## GOOD CORPORATE GOVERNANCE

Good corporate governance (GCG) is very important in building a healthy business. Therefore, Pelindo IV is committed to implementing GCG in all business activities.

The board of commissioners continues to encourage the management of the company to be carried out effectively, accountably, cleanly and free from practices that could harm the company. In order to prevent deviant and fraudulent practices and strengthen the implementation of GCG practices, the Board of Commissioners has a very high attention to the implementation of the *Whistle Blowing System (WBS)*. This is indicated by the existence of internal regulations governing the implementation of the WBS, including procedures in the field of corporate governance (*GCG Code*), *Work Relationship Procedures for Commissioners and Directors (Board Manual)*, *Ethics and Behavior Procedures (Code of Conduct)* and *violation reporting system guidelines. / Whistle blowing system (Whistle Blowing System Policy)*. The Board of Commissioners continues to encourage the company to make several efforts to improve the effectiveness of the WBS in relation to its reporting and investigation systems and mechanisms.

## Penilaian Terhadap Komite Pendukung Kinerja Dewan Komisaris

Dewan Komisaris melaksanakan tugas pengawasan dibantu oleh komite-komite yang terdiri dari: Komite Audit, Komite Manajemen Risiko, serta Komite Nominasi dan Remunerasi. Seluruh komite tersebut melaksanakan tugas dan tanggung jawab mereka yang sudah dimandatkan dan memberikan masukan kepada Dewan Komisaris. Antara lain, Dewan Komisaris memberikan arahan dan saran kepada Direksi dalam pertemuan rutin dan terus memantau perkembangan Perusahaan termasuk proses *whistleblowing*.

### Komite Manajemen Risiko

Selama tahun 2020, Komite Manajemen Risiko menjalankan pengawasan terkait dengan manajemen risiko dan potensi risiko yang terkait dengan aktivitas operasional dan keuangan Perseroan, pengawasan pada perubahan dan perkembangan kebijakan dari regulator yang mungkin dapat berdampak pada aktivitas bisnis Perseroan.

### Komite Audit

Pada tahun 2020, Komite Audit melaksanakan pemantuan, evaluasi, dan tindak lanjut audit yang dilaksanakan secara sistematis dan produktif. Dewan Komisaris menerima laporan dan masukan rutin tentang kemampuan Perseroan dalam menerapkan standar audit yang berlaku. Di sisi lain, Komite Audit memastikan kesesuaian laporan keuangan Perseroan dengan standar audit yang berlaku secara umum.

### Komite Nominasi dan Remunerasi

Komite Nominasi dan Remunerasi melakukan kajian dan penilaian prosedur yang berkaitan dengan rekomendasi mengenai pengangkatan dan perubahan Dewan Komisaris, Direksi dan Pihak Independen yang terkait dengan Komite di bawah Dewan Komisaris. Selain itu, Komite Nominasi dan Remunerasi juga menyusun rekomendasi tentang remunerasi Dewan Komisaris dan Direksi.

### Tanggung Jawab Sosial Perusahaan

Pada tahun 2020, program CSR Perusahaan berfokus pada inisiatif pemberdayaan ekonomi dan bantuan bencana. Perusahaan membantu merangsang ekonomi

## Assessment of the Board of Commissioners Performance Support Committee

The Board of Commissioners carries out supervisory duties assisted by committees consisting of: the Audit Committee, the Risk Management Committee, and the Nomination and Remuneration Committee. All these committees carry out their mandated duties and responsibilities and provide input to the Board of Commissioners. Among other things, the Board of Commissioners provides direction and advice to the Board of Directors in regular meetings and continues to monitor the Company's development including the whistleblowing process.

### Risk Management Committee

During 2020, the Risk Management Committee carries out oversight related to risk management and potential risks associated with the Company's operational and financial activities, oversight on changes and developments in policies from regulators that may have an impact on the Company's business activities.

### Audit Committee

In 2020, the Audit Committee will carry out monitoring, evaluation and follow-up audits which are carried out systematically and productively. The Board of Commissioners receives regular reports and input on the Company's ability to apply applicable audit standards. On the other hand, the Audit Committee ensures the conformity of the Company's financial statements with generally accepted audit standards.

### Nomination and Remuneration Committee

The Nomination and Remuneration Committee reviews and evaluates procedures relating to recommendations regarding the appointment and changes of the Board of Commissioners, Directors and Independent Parties associated with the Committees under the Board of Commissioners. In addition, the Nomination and Remuneration Committee also prepares recommendations regarding the remuneration of the Board of Commissioners and the Board of Directors.

### Corporate social responsibility

In 2020, the Company's CSR program will focus on economic empowerment and disaster relief initiatives. Companies help stimulate local economies, for example

lokal, contohnya dengan mengadakan festival pariwisata lokal bekerja sama dengan Kementerian Pariwisata untuk membantu mendukung pertumbuhan ekonomi regional, serta memfasilitasi pengusaha Kecil dan Menengah (UKM) dalam mengembangkan bisnis mereka. Pelindo IV juga membantu proses pemulihan korban bencana alam melalui berbagai inisiatif, sebagai bagian dari kontribusi Perusahaan kepada bangsa. Dalam upayanya, Perseroan memberi dukungan serta memberdayakan masyarakat dan konsumen secara berkelanjutan.

## Perubahan Dewan Komisaris

Pada tahun 2020, terdapat perubahan pada komposisi Dewan Komisaris Perseroan. Berikut daftar perubahan komposisi Dewan Komisaris selama tahun 2020 :

Dewan Komisaris Perseroan periode Bulan Januari s.d. Maret 2020 :

Agus Purwoto	: Komisaris Utama	: President Commissioner
Wihana Kirana Jaya	: Komisaris	: Commissioner
Heri Purnomo	: Komisaris	: Commissioner
Suratto Siswodihardjo	: Komisaris	: Commissioner
Neil Iskandar Daulay	: Komisaris Independen	: Independent Commissioner
Syamsu Alam	: Komisaris Independen	: Independent Commissioner

Komposisi Dewan Komisaris sejak 23 Maret 2020 :

Fachry Ali	: Komisaris Utama/ Independen	: President Commissioner/ Independent
Abdulhamid Dipopramono	: Komisaris	: Commissioner
Heri Purnomo	: Komisaris	: Commissioner.
Eris Herryanto	: Komisaris Independen	: Independent Commissioner
Neil Iskandar Daulay	: Komisaris Independen	: Independent Commissioner
Syamsu Alam	: Komisaris Independen	: Independent Commissioner

Kami berterima kasih kepada Dewan Komisaris sebelumnya yang telah melaksanakan tugas pengawasan dengan sebaik-baiknya, kemudian terimakasih juga kami sampaikan kepada pemegang saham atas kepercayaan kepada Dewan Komisaris baru yang telah ditunjuk dan akan berupaya untuk terus menjalankan peran pengawasan sesuai dengan kemampuan terbaik kami.

by holding local tourism festivals in collaboration with the Ministry of Tourism to help support regional economic growth, as well as facilitate Small and Medium Enterprises (SMEs) in developing their businesses. Pelindo IV also supports the recovery process for victims of natural disasters through various initiatives, as part of the Company's contribution to the nation. In its efforts, the Company supports and empowers people and consumers in a sustainable manner.

## Change of the Board of Commissioners

In 2020, there were changes to the composition of the Company's Board of Commissioners. The following is a list of changes in the composition of the Board of Commissioners during 2020:

The Board of Commissioners of the Company for the period January s.d. March 2020:

Composition of the Board of Commissioners since March 23, 2020:

We are grateful to the previous Board of Commissioners for carrying out their supervisory duties as well as possible, then we also thank the shareholders for their trust in the new Board of Commissioners who have been appointed and will strive to continue to carry out the supervisory role to the best of our ability.



## Apresiasi

Kami mengucapkan terima kasih kepada pemegang saham atas arahan dan dukungannya. Akhirnya, Dewan Komisaris ingin menyampaikan apresiasi yang setinggi-tingginya kepada Direksi, manajemen, dan seluruh karyawan atas komitmen dan dedikasi yang diberikan kepada Perusahaan.

## Appreciation

We thank our shareholders for their direction and support. Finally, the Board of Commissioners would like to express its highest appreciation to the Board of Directors, management and all employees for the commitment and dedication given to the Company.

Makassar, April/ April 2020



Fachry Ali

Komisaris Utama/ Independen

President Commissioner/ Independent

# LAPORAN DIREKSI

Board of Directors Report



## Pemegang Saham dan Pemangku Kepentingan yang Terhormat

PT Pelindo IV (Persero) merupakan salah satu Perusahaan jasa Kepelabuhanan kebanggaan Indonesia. Perseroan senantiasa berpartisipasi dalam pembangunan nasional terutama dalam mendukung percepatan pembangunan wilayah timur Indonesia hingga pelosok negeri.

Oleh karenanya, atas nama Direksi dan Manajemen kami akan menyampaikan laporan tahunan 2020 terkait laporan kinerja Perseroan secara menyeluruh yang meliputi aspek operasional, keuangan dengan mengedepankan prinsip-prinsip tata kelola perusahaan yang baik serta *best practice* pada industri Kepelabuhanan.

## Analisis Kinerja Perseroan

Tahun 2020 Dunia dihadapkan dengan pandemi COVID-19 yang belum pernah terjadi sebelumnya sehingga pada dasarnya tidak ada yang bisa mengukur dampaknya terhadap perekonomian global. Pada bulan Oktober 2020, International Monetary Fund (IMF) mengeluarkan prediksi bahwa pertumbuhan ekonomi global tahun 2020 diperkirakan akan mengalami kontraksi sebesar 4,4%. Prediksi ini adalah prediksi yang ke empat kali dari IMF sepanjang tahun 2020 karena memang sulit untuk mengukur dampak dari pandemi yang belum pernah terjadi. Sebelumnya, Januari 2020 IMF memperkirakan ekonomi dunia akan tumbuh sebesar 3,3% di tahun 2020. Prediksi ini dikoreksi menjadi (3,0%) di bulan April, kemudian turun lagi menjadi (4,9%) di bulan Juni dan akhirnya di bulan Oktober dikoreksi lagi menjadi (4,4%). Perekonomian global diperkirakan akan kembali *rebound* di tahun 2021 sejalan dengan program vaksinasi global yang akan mengurangi dampak pandemi COVID-19. Namun demikian, perbaikan ekonomi global diperkirakan bertahap dan baru akan mencapai kondisi seperti sebelum pandemi pada tahun 2022.

Sementara itu, untuk memitigasi penyebaran COVID-19, Pemerintah Indonesia menerapkan Pembatasan Sosial Berskala Besar (PSBB) sebagai upaya untuk menghambat penyebaran pandemi. Namun pembatasan ini berdampak pada perlambatan pertumbuhan Produk Domestik Bruto (PDB) Indonesia yang turun menjadi 2,97% (YoY) di kuartal I 2020. Pertumbuhan PDB bahkan mengalami kontraksi atau pertumbuhan yang negatif di kuartal II dan kuartal III yaitu masing-masing sebesar (5,32%)

## Dear Shareholders and Stakeholders

PT Pelindo IV (Persero) is a port service company that is the pride of Indonesia. The Company continues to participate in national development, especially in supporting the acceleration of development in eastern Indonesia to remote parts of the country.

Therefore, on behalf of the Board of Directors and Management, we will submit a 2020 annual report related to the Company's overall performance report covering operational and financial aspects by prioritizing the principles of good corporate governance and best practices in the Port industry.

## Company Performance Analysis

In 2020, the world is faced with an unprecedented COVID-19 pandemic so that basically no one can measure its impact on the global economy. In October 2020, the International Monetary Fund (IMF) issued a prediction that global economic growth in 2020 is expected to contract by 4.4%. This prediction is the fourth prediction from the IMF throughout 2020 because it is difficult to measure the impact of an unprecedented pandemic. Previously, in January 2020, the IMF estimated that the world economy would grow by 3.3% in 2020. This prediction was corrected to (3.0%) in April, then fell again to (4.9%) in June and finally in the month of October was corrected again to (4.4%). The global economy is expected to rebound again in 2021 in line with the global vaccination program that will reduce the impact of the COVID-19 pandemic. However, it is estimated that the global economic recovery will be gradual and will only reach pre-pandemic conditions in 2022.

Meanwhile, to mitigate the spread of COVID-19, the Government of Indonesia implemented Large-Scale Social Restrictions (PSBB) as an effort to prevent the spread of the pandemic. However, this restriction resulted in a slowdown in the growth of Indonesia's Gross Domestic Product (GDP) which fell to 2.97% (YoY) in the first quarter of 2020. GDP growth even experienced contraction or negative growth in the second quarter and third quarter, namely ( 5.32%) (YoY) and (3.49%) (YoY). However, if



(YoY) dan (3,49%) (YoY). Namun demikian, jika dilihat dari pertumbuhan kuartalnya, pertumbuhan PDB sudah mulai menunjukkan perbaikan karena pada kuartal III 2020 sudah tumbuh 5,05% *Quarter over Quarter* (QoQ), yang jauh lebih tinggi daripada pertumbuhannya di kuartal II sebesar (4,19%) (QoQ). Kemudian pada triwulan IV 2020 menunjukkan berlanjutnya proses perbaikan perekonomian. Berdasarkan data Badan Pusat Statistik (BPS), meskipun mengalami kontraksi, pertumbuhan ekonomi pada triwulan IV 2020 sebesar -2,19% (yoy) membaik dari pertumbuhan triwulan III 2020 sebesar -3,49% (yoy). Tren perbaikan pada triwulan IV 2020 tersebut terjadi di hampir seluruh komponen permintaan dan lapangan usaha. Dengan perkembangan tersebut, pertumbuhan ekonomi Indonesia terkontraksi 2,07% pada tahun 2020. Ke depan, pertumbuhan ekonomi domestik yang membaik hingga akhir 2020, diperkirakan meningkat secara bertahap pada 2021. Bank Indonesia mengarahkan bauran kebijakan akomodatif serta memperkuat sinergi dengan Pemerintah dan otoritas terkait untuk terus mendukung pemulihan ekonomi nasional.

## Tinjauan Industri

Meskipun dihadapkan pada situasi Covid-19 dengan berbagai dampak yang terjadi terhadap pertumbuhan ekonomi, produktivitas pelabuhan-pelabuhan di Indonesia selama masa pandemi Covid-19 bervariasi, ada yang mengalami pertumbuhan positif namun juga ada yang mengalami pertumbuhan negatif. Dalam kondisi dan situasi tersebut, Perseroan tetap komit bahwa investasi tetap harus berjalan meskipun di masa pandemi, terutama untuk investasi PSN yakni Makassar New Port (MNP), Kendari New Port (KNP), Pelabuhan Bitung dan Pelabuhan Pantoloan.

Jika dilihat dari segi pertumbuhan, dampak Covid-19 terhadap Perseroan tidak berpengaruh signifikan karena pelayanan logistik untuk domestik tetap berjalan dan persentasenya cukup besar dibandingkan ekspor, di mana Wilayah Timur basisnya adalah komoditas dan konsumsi, tidak seperti di Wilayah Barat yang lebih banyak industri. Sehingga dua hal itu tetap bertahan walaupun pandemi Covid-19. Meskipun demikian, dari sisi pendapatan dari arus penumpang mengalami penurunan akibat kebijakan Pembatasan Sosial yang ditekan Pemerintah.

viewed from the quarterly growth, GDP growth has begun to show improvement because in the third quarter of 2020 it had grown by 5.05% *Quarter over Quarter* (QoQ), which was much higher than the growth in the second quarter of (4.19%) (QoQ). Then in the fourth quarter of 2020, it shows the continuation of the economic recovery process. Based on data from the Central Statistics Agency (BPS), despite a contraction, economic growth in the fourth quarter of 2020 was -2.19% (yoy), improving from the growth in the third quarter of 2020 of -3.49% (yoy). The improvement trend in the fourth quarter of 2020 occurred in almost all components of demand and business fields. With these developments, Indonesia's economic growth will contract by 2.07% in 2020. Looking forward, domestic economic growth that improves by the end of 2020 is predicted to increase gradually in 2021. Bank Indonesia directs the accommodative policy mix and strengthens synergies with the Government and related authorities to continue to support national economic recovery.

## Industry Overview

Although faced with the Covid-19 situation with various impacts on economic growth, the productivity of ports in Indonesia during the Covid-19 pandemic varied, some experienced positive growth but some also experienced negative growth. In these conditions and situations, the Company remains committed to continuing investment even though it is during the pandemic, especially for PSN investments, namely Makassar New Port (MNP), Kendari New Port (KNP), Bitung Port and Pantoloan Port.

When viewed from a growth perspective, the impact of Covid-19 on the Company does not have a significant effect because domestic logistics services are still running and the percentage is quite large compared to exports, where the Eastern Region is based on commodities and consumption, unlike in the Western Region which is more industrialized. . So that the two things persist despite the Covid-19 pandemic. However, from the income side of the flow of passengers, it has decreased due to the Social Restriction policy that has been emphasized by the Government.

## Kebijakan Strategis

Menyikapi tantangan tersebut, Perseroan telah merumuskan sejumlah kebijakan strategis untuk menjaga kelangsungan bisnis secara berkelanjutan. Salah satunya adalah dengan menguatkan peran anak perusahaan. Pengembangan usaha oleh anak perusahaan ini juga diharapkan juga akan menopang pencapaian Perseroan dimasa akan datang.

## Kinerja Keuangan

Perseroan berhasil mencatatkan kinerja keuangan yang relatif cukup positif. Laba Perseroan tercatat sebesar Rp283,76 miliar, tercatat lebih rendah Rp101,88 miliar atau 26,42% dibandingkan tahun 2019 sebesar Rp385,65 miliar. Sedangkan Jumlah laba komprehensif tahun berjalan untuk 2020 mengalami penurunan dibandingkan tahun sebelumnya, yaitu dari Rp313,87 miliar menjadi sebesar Rp267,27 miliar. Sebagaimana kami kemukakan diawal, bahwa pandemi Covid-19 berdampak bagi Perseroan, baik langsung maupun tidak langsung, sehingga mempengaruhi perolehan pendapatan Perseroan diantaranya menurunnya aktivitas pelabuhan/dermaga/terminal untuk kepentingan sendiri sebesar Rp16,43 miliar atau 2,61%, selain itu juga terjadi penurunan pelayanan kapal hingga Rp62,59 miliar atau 9,97%, kemudian Penurunan logistik/konsolidasi, distribusi barang non properti investasi sebesar Rp53,45 miliar atau 45,74% serta Penurunan aset non properti investasi sebesar Rp12,43 miliar atau 21,63%.

Dari sisi aset, Jumlah aset Perseroan di tahun 2020 tercatat sebesar Rp11,78 triliun yang terdiri dari 10,33% aset lancar dan 89,67% aset tidak lancar, meningkat Rp1,37 triliun atau 13,14% dibandingkan tahun 2019 sebesar Rp10,41 triliun. Peningkatan yang terjadi seiring dengan peningkatan aset tetap sebesar Rp. 1,00 triliun atau 14,68%

## Pengelolaan Manajemen Risiko

Perseroan telah membangun sistem Manajemen risiko secara komprehensif dan terintegrasi agar pengelolaan risiko bisa dilakukan secara lebih terukur dan efektif. Penerapan manajemen risiko merujuk pada metodologi COSO-Enterprise Risk Management Framework (ERM). Disamping itu, sebagai bagian terpenting, Perseroan juga sudah menyusun *road map* terkait kebijakan pengelolaan sistem manajemen risiko yang

## Strategic Policy

Responding to these challenges, the Company has formulated a number of strategic policies to maintain business continuity in a sustainable manner. One way is to strengthen the role of subsidiaries. It is also hoped that the development of the business by this subsidiary will support the Company's achievements in the future.

## Financial Performance

The company managed to record a relatively positive financial performance. The Company's profit was recorded at IDR 283.76 billion, recorded IDR 101.88 billion lower or 26.42% compared to 2019 amounting to IDR 385.65 billion. Meanwhile, the total comprehensive profit for the year for 2020 has decreased compared to the previous year, namely from Rp313.87 billion to Rp267.27 billion. As we stated earlier, that the Covid-19 pandemic had an impact on the Company, both directly and indirectly, thus affecting the Company's revenue, including a decrease in port / dock / terminal activities for its own interests by IDR 16.43 billion or 2.61%, in addition to that There was a decrease in ship services of up to IDR 62.59 billion or 9.97%, then a decrease in logistics / consolidation, distribution of non-property investment goods by IDR 53.45 billion or 45.74% and a decrease in non-investment property assets of IDR 12.43 billion or 21, 63%.

In terms of assets, the total assets of the Company in 2020 were recorded at IDR 11.78 trillion consisting of 10.33% current assets and 89.67% non-current assets, an increase of IDR 1.37 trillion or 13.14% compared to 2019 amounting to IDR 10. 41 trillion. The increase that occurred was in line with the increase in fixed assets of Rp. 1.00 trillion or 14.68%

## Risk Management

The Company has built a comprehensive and integrated risk management system so that risk management can be carried out in a more measured and effective manner. The application of risk management refers to the COSO-Enterprise Risk Management Framework (ERM) methodology. In addition, as the most important part, the Company has also prepared a road map related to a risk management system policy based on the Company's



didasari pada kebutuhan Perseroan serta berbagai risiko yang dihadapi, baik di masa sekarang maupun di masa-masa mendatang yang berpotensi bisa mengakibatkan kerugian bagi Perseroan.

Pada tahun 2020, unit kerja manajemen risiko juga telah melakukan peninjauan dan pengembangan parameter risiko serta menyusun kembali profil risiko strategis. Dengan demikian, pengelolaan manajemen risiko di Perseroan sudah sangat efektif dan adaptif memitigasi berbagai risiko yang bisa memberikan dampak negatif terhadap kinerja Perseroan.

## Prospek Usaha

Merujuk pada data yang dikeluarkan BPS, Pertumbuhan tahunan sektor transportasi di triwulan IV-2020 adalah *minus* 13,42 persen, sedikit membaik dari *minus* 16,71 di triwulan sebelumnya. Di periode yang sama, sektor perdagangan masih berkontraksi *minus* 3,64 persen. Sektor-sektor tersebut terkait dengan mobilitas yang terdampak, terutama oleh kekhawatiran penggunaannya. Beberapa sektor seperti jasa informasi dan komunikasi serta jasa kesehatan memang tumbuh 10,91 persen dan 16,54 persen, sehingga memberikan kompensasi parsial, namun proporsi keduanya hanya 5,81 persen dari PDB.

Kombinasi antara pertumbuhan ekonomi yang mulai membaik serta dukungan peraturan melalui kebijakan ekonomi pemerintah yang menguntungkan dunia usaha memberikan industri kepelabuhanan Indonesia prospek yang cerah di tahun 2021 dan seterusnya. Prospek yang sangat baik ini memiliki kesempatan untuk terus tumbuh sejalan dengan pertumbuhan ekonomi Indonesia.

Selama tahun 2020 telah banyak akselerasi yang dilakukan Perseroan untuk memperbaiki kinerja dan operasional. Manajemen telah menyusun prioritas serta memetakan potensi-potensi yang ada. Perseroan juga dituntut untuk mensinergikan seluruh sumber daya dan SDM yang di miliki agar dapat bergerak sesuai dengan upaya akselerasi yang hendak dituju, kemudian mengimplementasikan perubahan dari dua sisi, yaitu infrastruktur operasional dan sumber daya manusia.

Tahun 2021 semangat yang diusung oleh manajemen Perseroan juga diharapkan berdampak langsung pada perubahan budaya perusahaan, guna mencapai target-target tersebut, berbagai upaya untuk meningkatkan

needs and various risks faced, both now and in the future that could potentially cause losses to the Company.

In 2020, the risk management work unit has also reviewed and developed risk parameters as well as restructured the strategic risk profile. Thus, risk management in the Company has been very effective and adaptive in mitigating various risks that could have a negative impact on the Company's performance.

## Business prospect

Referring to data released by BPS, annual growth in the transportation sector in the fourth quarter of 2020 was *minus* 13.42 percent, slightly improving from *minus* 16.71 in the previous quarter. In the same period, the trade sector still contracted by *minus* 3.64 percent. These sectors are linked to mobility which is impacted, especially by the concerns of its users. Several sectors, such as information and communication services and health services, grew by 10.91 percent and 16.54 percent, thus providing partial compensation, but the proportion of both was only 5.81 percent of GDP.

The combination of improving economic growth and regulatory support through government economic policies that benefit the business world provides Indonesia's port industry with bright prospects in 2021 and beyond. This excellent prospect has the opportunity to continue to grow in line with Indonesia's economic growth.

During 2020, the Company has made many accelerations to improve performance and operations. Management has set priorities and mapped existing potentials. The company is also required to synergize all of its resources and human resources so that it can move according to the acceleration efforts it is trying to aim for, then implement changes from two sides, namely operational infrastructure and human resources.

In 2021, the spirit carried by the management of the Company is also expected to have a direct impact on changes in the corporate culture, in order to achieve these targets, various efforts to increase the growth of

pertumbuhan Perseroan dan penerapan strategi terus dilakukan. Salah satunya adalah menciptakan bisnis yang berkelanjutan yang merupakan sebuah keharusan. Perseroan terus menerus membangun *sustainability* agar roda bisnis terus berputar dan semakin berkembang di masa mendatang. Kami tidak henti-hentinya menekankan pentingnya akselerasi guna meraih kinerja berkelanjutan Perseroan.

## Tata Kelola Perusahaan

Prinsip-prinsip tata kelola perusahaan yang baik atau *Good Corporate Governance* (GCG) telah menjadi bagian dari budaya Perseroan yang telah dijalankan dengan penuh kesadaran dan tanggung jawab oleh seluruh insan Perseroan. Implementasi GCG ini merupakan komitmen Perseroan untuk mewujudkan pengelolaan Perseroan yang profesional, terbuka dan akuntabel sehingga semua kegiatan usaha dilakukan dengan mengedepankan pada aspek kepatuhan serta ketaatan terhadap peraturan dan perundang-undangan yang berlaku.

Dengan demikian, semua keputusan yang diambil dilakukan secara *pruden* dan bebas dari praktik menyimpang seperti korupsi, gratifikasi dan lainnya yang berpotensi merugikan Perseroan. Secara rutin, Perseroan juga meningkatkan kualitas *Whistleblowing System*, dimana sistem ini dibangun sebagai upaya perseroan melakukan pencegahan dini terhadap praktik kecurangan (*fraud*).

Guna mengetahui efektivitas implementasi GCG, secara berkala setiap tahunnya perseroan melakukan penilaian atau assesmen yang dilakukan dengan menunjuk pihak eksternal agar penilaian lebih transparan dan obyektif. Penilaian ini mengacu pada peraturan menteri negara BUMN Nomor PER-09/MBU/2012 tentang perubahan atas Peraturan Menteri Negara BUMN Nomor PER-01/MBU/2011 tentang penerapan tata kelola perusahaan yang baik (*Good Corporate Governance*) pada Badan Usaha Milik negara.

Pada tahun 2020, implementasi GCG di Perseroan mendapatkan skor **91,93** dengan predikat **“sangat baik”**. Dari penilaian tersebut menggambarkan implementasi GCG di Perseroan sudah berjalan dengan bagus. Kendati demikian, Perseroan berkomitmen meningkatkan kualitas GCG dengan melakukan penyesuaian terhadap peraturan dan perundangan yang berlaku

the Company and the implementation of strategies will continue. One of them is creating a sustainable business which is a must. The Company continues to build sustainability so that the wheels of the business continue to rotate and develop in the future. We constantly emphasize the importance of acceleration in order to achieve the Company's sustainable performance.

## Corporate Governance

The principles of good corporate governance or Good Corporate Governance (GCG) have become part of the Company's culture which has been carried out with full awareness and responsibility by all employees of the Company. GCG implementation is the Company's commitment to realizing professional, open and accountable management of the Company so that all business activities are carried out by prioritizing the aspects of compliance and compliance with applicable laws and regulations.

Thus, all decisions are made prudently and free from deviant practices such as corruption, gratuities and others that have the potential to harm the Company. On a regular basis, the Company also improves the quality of the Whistleblowing System, where this system is built as an effort for the company to take early prevention against fraudulent practices.

In order to determine the effectiveness of GCG implementation, the company periodically conducts assessments every year by appointing an external party so that the assessment is more transparent and objective. This assessment refers to the regulation of the Minister of State for SOEs Number PER-09 / MBU / 2012 concerning amendments to the Regulation of the Minister of State for BUMN Number PER-01 / MBU / 2011 concerning the application of good corporate governance in state-owned enterprises.

In 2020, GCG implementation in the Company received a score of 91.93 with the predicate “very good”. From this assessment, it illustrates that the implementation of GCG in the Company has been going well. Nevertheless, the Company is committed to improving the quality of GCG by making adjustments to the prevailing laws and regulations and implementing the highest standards





serta menerapkan standar tertinggi (*best practice*) di lingkungan kerja Perseroan.

## Tanggung Jawab Sosial Perusahaan

Perseroan senantiasa terlibat aktif mendukung upaya pemerintah dalam meningkatkan kualitas hidup di masyarakat dan lingkungan melalui kegiatan tanggung jawab sosial perusahaan atau *Corporate Social Responsibility* (CSR) dan Program Kemitraan dan Bina Lingkungan (PKBL). Untuk mendorong terbentuknya perekonomian rakyat, Perseroan memiliki Program kemitraan, Program Kemitraan memiliki fokus kerja dalam aspek pemberdayaan dan peningkatan ekonomi masyarakat yang diimplementasi melalui pemberian pinjaman dana kemitraan untuk modal kerja dan investasi serta bantuan pembinaan berupa bantuan pelatihan manajemen usaha, bantuan pemasaran (promosi/ pameran), dan lain-lain. Program ini bertujuan meningkatkan kompetensi usaha kecil menengah (UKM) sehingga menjadi usaha yang tangguh dan mandiri serta mampu menyerap tenaga kerja baru. Pada tahun 2020, Perseroan merealisasikan biaya Kemitraan sebesar Rp5,65 miliar dengan total jumlah penerima program kemitraan sebanyak 3 (tiga) Mitra Binaan yang tersebar di berbagai daerah di Indonesia. Sedangkan realisasi Bina Lingkungan sebesar 6,25 miliar.

Program PKBL ini merupakan komitmen nyata Perseroan mendukung *Sustainable Development*, dengan menselaraskan proses bisnis dengan aspek lingkungan dan sosial. Dengan demikian, kehadiran Perseroan bisa benar-benar memberikan dampak luas bagi kehidupan.

## Pergantian Direksi

Komposisi Direksi Perseroan terdiri atas 6 (enam) Direksi Pada tahun 2020, terjadi perubahan komposisi Direksi melalui RUPS yang diikuti keluarnya Keputusan pemegang saham mengenai pemberhentian Direksi yang menjabat untuk periode :

Farid Padang	Direktur Utama	President Director
Riman Sulaiman Duyo	Direktur Operasi dan Komersial	Operations and Commercial Director
Muhammad Asyhari	Direktur SDM	Director of HC
Yon Irawan	Direktur Keuangan	Director of Finance
Prakosa Hadi Takaryanto	Direktur Teknik	Director of Engineering
Tony Hajar Andenoworih	Direktur Transformasi dan Pengembangan Bisnis	Director of Business Transformation and Development

(*best practices*) in the Company's work environment.

## Corporate Social Responsibility

The Company is always actively involved in supporting the government's efforts to improve the quality of life in the community and the environment through Corporate Social Responsibility (CSR) activities and the Partnership and Community Development Program (PKBL). To encourage the formation of the people's economy, the Company has a partnership program, the Partnership Program has a work focus in the aspects of empowering and improving the community's economy which is implemented through providing partnership fund loans for working capital and investment as well as coaching assistance in the form of business management training assistance, marketing assistance (promotion / exhibition ), and others. This program aims to improve the competence of small and medium enterprises (UKM) so that they become strong and independent businesses and are able to absorb new workers. In 2020, the Company realized a Partnership fee of Rp.5.65 billion with a total number of partnership program recipients of 3 (three) Foster Partners spread across various regions in Indonesia. Meanwhile, the realization of Community Development was 6.25 billion.

This PKBL program is a real commitment of the Company to support Sustainable Development, by harmonizing business processes with environmental and social aspects. Thus, the presence of the Company can have a wide impact on life.

## Change of Directors

The composition of the Board of Directors of the Company consists of 6 (six) Directors. In 2020, there was a change in the composition of the Board of Directors through the GMS which was followed by the issuance of a Shareholder Decree regarding the dismissal of Directors who served for the period:

Komposisi Direksi dari 13 April 2020 hingga 31 Desember 2020

Composition of the Board of Directors from 13 April 2020 to 31 December 2020

Prasetyadi	Direktur Utama	President Director
Prakosa Hadi Takariyanto	Direktur Teknik	Director of Engineering
M. Adji	Direktur Operasi dan Komersial	Director of Operations and Commercial
Muhammad Asyhari	Direktur SDM	Director of HC
Choirul Anwar	Direktur Keuangan	Director of Finance
I.M Herdianta	Direktur Transformasi dan Pengembangan Bisnis	Director of Business Transformation and Development

## Apresiasi

Sebagai penutup Laporan Tahunan ini, saya atas nama Direksi mengucapkan terima kasih yang sebesar-besarnya kepada Pemegang Saham serta jajaran Dewan Komisaris atas kepercayaan dan dukungan yang diberikan sehingga Perseroan berhasil mencatatkan kinerja yang teatp positif di tahun 2020. Kami juga ingin menyampaikan penghargaan kami yang sedalam-dalamnya atas dukungan karyawan yang telah bekerja keras sepanjang tahun 2020. tak lupa, kami juga ingin menghaturkan rasa terima kasih sedalam-dalamnya kepada para pemangku kepentingan, mitra bisnis, semua instansi terkait, di masa mendatang, kami percaya dengan rahmat Tuhan Yang Maha Esa dan disertai kerja keras yang tak kenal menyerah, Perseroan akan terus tumbuh selaras dengan masyarakat dan lingkungan.

## Appreciation

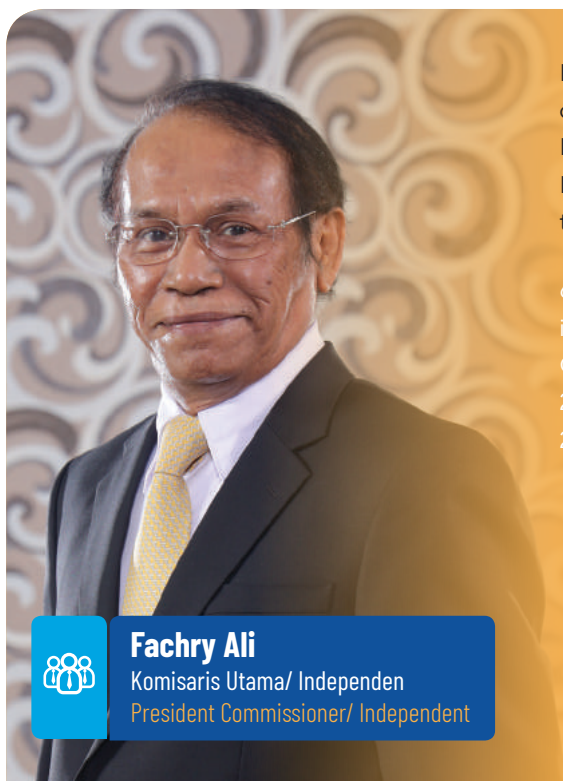
In closing this Annual Report, I on behalf of the Board of Directors would like to express my deepest gratitude to the Shareholders and the Board of Commissioners for their trust and support so that the Company has succeeded in recording a positive performance in 2020. We also wish to convey our deepest appreciation. -in it for the support of employees who have worked hard throughout 2020. not to forget, we also want to express our deepest gratitude to stakeholders, business partners, all related agencies, in the future, we believe in the grace of God Almighty. and accompanied by unyielding hard work, the Company will continue to grow in harmony with society and the environment.

Makassar, Mei/ May 2021

Prasetyadi  
Direktur Utama  
President Director

## PROFIL DEWAN KOMISARIS

### Board Of Commissioners Profiles



#### Fachry Ali

Komisaris Utama/ Independen

President Commissioner/ Independent

Berusia 66 Tahun, Warga Negara Indonesia, berdomisili di Jakarta. Lahir di Aceh Barat Daya, 23 November 1954. Menjabat sebagai Komisaris Utama/ Independen PT Pelindo IV sejak 23 Maret 2020, berdasarkan SK-91/MBU/03/2020 tanggal 23 Maret 2020

66 years old, Indonesian citizen, domiciled in Jakarta. Born in Aceh Barat Daya, 23 November 1954. Served as President Commissioner/ Independent of PT Pelindo IV since 23 March 2020, based on SK-91 / MBU / 03/2020 dated 23 March 2020

Menyelesaikan pendidikan MA dalam Sejarah Asia Tenggara di Monash University, Melbourne, Australia pada tahun 1994. Pernah menjabat sebagai Komisaris PT Semen Tonasa periode 2000-2002, Komisaris PT Timah Tbk periode 2007-2012, Komisaris PT Indonesia Kendaraan Terminal (IKT) periode 2014-2016, Komisaris Utama PT Timah Tbk periode 2015-2020

#### HUBUNGAN AFILIASI

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

Completed his MA in Southeast Asian History at Monash University, Melbourne, Australia in 1994. He served as Commissioner of PT Semen Tonasa for the period 2000-2002, Commissioner of PT Timah Tbk for the period 2007-2012, Commissioner of PT Indonesia Kendaraan Terminal (IKT) for the period 2014- 2016, President Commissioner of PT Timah Tbk for the period 2015-2020

#### AFFILIATE RELATIONSHIP

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.



 **Eris Herryanto**  
Komisaris Independen  
Independent Commissioner

Berusia 65 Tahun, Warga Negara Indonesia, berdomisili di Jakarta, Lahir di Bogor, 05 Januari 1955. Menjabat sebagai Komisaris Independen PT Pelindo IV sejak 23 Maret 2020 berdasarkan SK-91/MBU/03/2020 tanggal 23 Maret 2020

65 Years Old, Indonesian Citizen, domiciled in Jakarta, Born in Bogor, January 5, 1955. Served as Independent Commissioner of PT Pelindo IV since March 23, 2020 based on SK-91 / MBU / 03/2020 dated March 23, 2020

Menyelesaikan pendidikan Sosial Politik di Universitas Terbuka pada tahun 1994 dan Magister Major of Strategic Studies di Deakin University Australia tahun 2004.

Completed his Social Political education at the Open University in 1994 and Masters Degree in Major of Strategic Studies at Deakin University Australia in 2004.

Pernah menjabat sebagai Komisaris PT LEN periode 2010-2015, Wakil Ketua Tim Pelaksana Komite Kebijakan Industri Pertahanan (KKIP) periode 2013-Sekarang, Sekretaris Jenderal Indonesia Asian Games Organising Committee (INASGOC) periode 2017-2018, Sekretaris Tim Penanganan Covid-19 Kementerian BUMN periode 2020-Sekarang

Previously served as Commissioner of PT LEN for the period 2010-2015, Deputy Chair of the Implementation Team for the Defense Industry Policy Committee (KKIP) for the 2013-Present period, Secretary General of the Indonesian Asian Games Organizing Committee (INASGOC) for the 2017-2018 period, Secretary of the Covid-19 Handling Team of the Ministry of BUMN 2020-Present period

**HUBUNGAN AFILIASI**

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

**AFFILIATE RELATIONSHIP**

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.





**Abdulhamid Dipopramono**

Komisaris  
Commissioner

Berusia 60 Tahun, Warga Negara Indonesia, berdomisili di Jakarta Lahir di Klaten, 15 Juli 1960. Menjabat sebagai Komisaris PT Pelindo IV sejak 23 Maret 2020, berdasarkan SK-91/MBU/03/2020 tanggal 23 Maret 2020.

60 years old, Indonesian citizen, domiciled in Jakarta Born in Klaten, July 15, 1960. Served as Commissioner of PT Pelindo IV since March 23, 2020, based on SK-91 / MBU / 03/2020 dated March 23, 2020.

Menyelesaikan pendidikan Teknik Sipil di Universitas Gadjah Mada. Pernah menjabat sebagai Wakil Pemimpin Redaksi Koran Umum Jurnal Nasional periode 2006-2011, Pemimpin Redaksi Majalah Energi dan Pertambangan Eksplo periode 2008-2011, Ketua Komisi Informasi Pusat (KIP) RI periode 2013-2016

#### HUBUNGAN AFILIASI

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

Completed his Civil Engineering education at Gadjah Mada University. Previously served as Deputy Editor in Chief of the National Journal General Newspaper for the period 2006-2011, Editor in Chief of the Magazine of Energy and Mining Eksplo for the period 2008-2011, Chairman of the Indonesian Central Information Commission (KIP) for the period 2013-2016

#### AFFILIATE RELATIONSHIP

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.



**Heri Purnomo**

Komisaris  
Commissioner

Berusia 49 Tahun, Warga Negara Indonesia, berdomisili di Jakarta, Lahir di Kudus, 27 Pebruari 1971. Menjabat sebagai Komisaris PT Pelindo IV sejak 04 Oktober 2017, berdasarkan SK-213/MBU/10/2017 tanggal 04 Oktober 2017

49 years old, Indonesian citizen, domiciled in Jakarta, Born in Kudus, 27 February 1971. Served as Commissioner of PT Pelindo IV since 04 October 2017, based on SK-213 / MBU / 10/2017 dated 04 October 2017

Menyelesaikan pendidikan Manajemen di Universitas Negeri Sebelas Maret Surakarta pada tahun 1994 dan Magister Manajemen di Institut Bisnis Indonesia Kwik Kian Gie tahun 2006.

Graduated from Management education at Sebelas Maret State University Surakarta in 1994 and Masters in Management at the Kwik Kian Gie Indonesian Business Institute in 2006.

Pernah menjabat sebagai Kabag Organisasi dan Reformasi Birokrasi periode 2014-2015, Kabid Usaha Kontruksi dan Sarana dan Prasarana Perhubungan III periode 2015-2016, Asdep Usaha Kontruksi dan Sarana dan Prasarana Perhubungan III periode 2016-Sekarang

Previously served as Head of Organization and Bureaucratic Reform for the 2014-2015 period, Head of Construction Business and Transportation Facilities and Infrastructure III for the 2015-2016 period, Deputy for Construction Business and Transportation Facilities and Infrastructure III for the 2016-Present period

**HUBUNGAN AFILIASI**

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

**AFFILIATE RELATIONSHIP**

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.



**Neil Iskandar Daulay**

Komisaris Independen  
Independent Commissioner

Berusia 51 Tahun, Warga Negara Indonesia, berdomisili di Jakarta Lahir di Medan, 27 Juli 1969. Menjabat sebagai Komisaris Independen PT Pelindo IV sejak 05 Maret 2019, berdasarkan SK-60/MBU/03/2019 tanggal 05 Maret 2019

51 years old, Indonesian citizen, domiciled in Jakarta Born in Medan, July 27, 1969. Served as Independent Commissioner of PT Pelindo IV since March 5, 2019, based on SK-60 / MBU / 03/2019 dated March 05, 2019

Menyelesaikan pendidikan Teknik Arsitektur di Institut Teknologi Bandung pada tahun 1995.

Pernah menjabat sebagai Direktur PT Madrigal Nusantara (Papyruz) periode 2004-2009, Anggota DPR RI Komisi I bidang Pertahanan, Intelijen, Luar Negeri, Komunikasi dan Informasi periode 2009-2014, Komisaris PT Guna Nata Graha periode 2015-2016, Staf Khusus Menteri Sosial RI periode 2018-Sekarang

#### HUBUNGAN AFILIASI

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

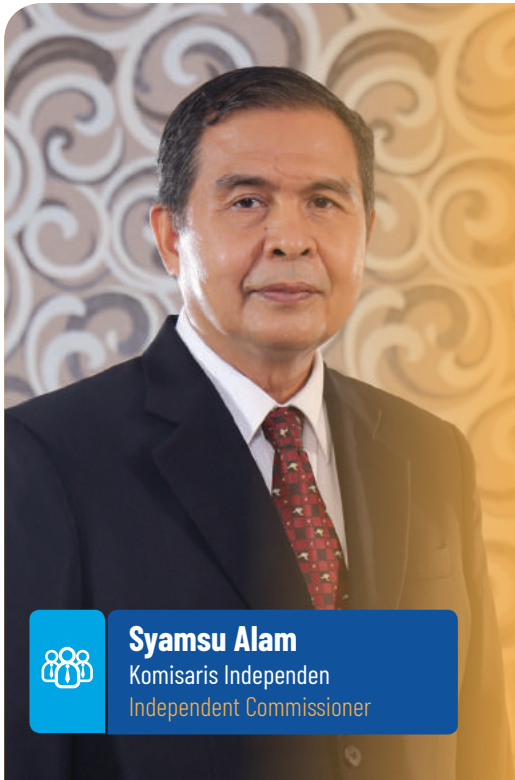
Completed his Architectural Engineering education at the Bandung Institute of Technology in 1995.

Previously served as Director of PT Madrigal Nusantara (Papyruz) for the period 2004-2009, Member of the Indonesian House of Representatives Commission I for Defense, Intelligence, Foreign Affairs, Communication and Information for the period 2009-2014, Commissioner of PT Guna Nata Graha for the period 2015-2016, Special Staff of the Minister of Social Affairs RI for the 2018-Present period

#### AFFILIATE RELATIONSHIP

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.





**Syamsu Alam**  
Komisaris Independen  
Independent Commissioner

Berusia 65 Tahun, Warga Negara Indonesia, berdomisili di Makassar, Lahir di Kampiri (Wajo), 20 April 1959. Menjabat sebagai Komisaris Independen PT Pelindo IV sejak 05 Maret 2019, berdasarkan SK-60/MBU/03/2019 tanggal 05 Maret 2019

65 years old, Indonesian citizen, domiciled in Makassar, Born in Kampiri (Wajo), 20 April 1959. Served as Independent Commissioner of PT Pelindo IV since 05 March 2019, based on SK-60 / MBU / 03/2019 dated 05 March 2019

Menyelesaikan pendidikan Sarjana Kehutanan bidang Manajemen Hutan di Universitas Hasanuddin Makassar pada tahun 1984, lalu Magister Perencanaan Pembangunan Wilayah tahun 1993 dan Doktor Ilmu Pertanian pada tahun 2007. Pernah menjabat sebagai Dosen di Universitas Hasanuddin periode 1985-2018, Guru Besar di Universitas Hasanuddin periode 2008-2018, Kepala Dinas (Esalon IIb) periode 2010-2018

#### HUBUNGAN AFILIASI

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

Completed his Bachelor of Forestry education in Forest Management at Hasanuddin University Makassar in 1984, then Masters in Regional Development Planning in 1993 and Doctor of Agricultural Science in 2007. He has served as a Lecturer at Hasanuddin University for the period 1985-2018, Professor at Hasanuddin University for the 2008- period. 2018, Head of Service (Esalon IIb) for the 2010-2018 period

#### AFFILIATE RELATIONSHIP

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.

## PROFIL DIREKSI

### Board of Directors Profile



Warga negara Indonesia. Lahir di Bandung pada 7 Agustus 1969. Menjabat sebagai Direktur Utama sejak 13 April 2020 berdasarkan SK-113/MBU/04/2020 Tanggal 13 April 2020.

Indonesian citizens. Born in Bandung on August 7, 1969. He has been serving as President Director since April 13, 2020 based on SK-113 / MBU / 04/2020 dated April 13, 2020.



**Prasetyadi**  
Direktur Utama  
President Director

Menyelesaikan pendidikan Port Engineering pada University of Le Havre, Perancis pada 1998 dan Magister Manajemen di Universitas Airlangga, Surabaya pada 2015,serta meraih gelar Sarjana Teknik Mesin/ Konstruksi dari ITS, Surabaya pada 1993. Sekarang ini menjabat sebagai Direktur Utama. Sebelumnya, beliau menjabat sebagai Direktur Operasi dan Sistem Informasi PT Pelindo II - IPC (Persero).

Completed his Port Engineering education at the University of Le Havre, France in 1998 and Master of Management at Airlangga University, Surabaya in 2015, and earned a Bachelor's degree in Mechanical / Construction Engineering from ITS, Surabaya in 1993. Currently he is the President Director. Previously, he served as Director of Operations and Information Systems of PT Pelindo II - IPC (Persero).



Warga negara Indonesia. Lahir di Klaten pada 11 November 1965. Menjabat sebagai Direktur Teknik sejak 5 November 2018 berdasarkan SK-290/MBU/10/2018 tanggal 5 November 2018

Indonesian citizens. Born in Klaten on 11 November 1965. He has been serving as Director of Engineering since 5 November 2018 based on SK-290 / MBU / 10/2018 dated 5 November 2018

 **Prakosa Hadi Takariyanto**  
Direktur Teknik  
Director of Engineering

Meraih Magister Sistem dan Teknik Jalan Raya di Institut Teknologi Bandung pada 1995 dan meraih gelar Sarjana Teknik Sipil dari Universitas Gajah Mada, Yogyakarta pada 1992. Sekarang ini menjabat sebagai Direktur Teknik. Sebelumnya, beliau menjabat sebagai General Manager Departemen Investasi PT Wijaya Karya (Persero) Tbk.

**HUBUNGAN AFILIASI**

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

Graduated with a Masters in Highway Systems and Engineering at the Bandung Institute of Technology in 1995 and a Bachelor's degree in Civil Engineering from Gajah Mada University, Yogyakarta in 1992. Currently, he is the Director of Engineering. Previously, he served as General Manager of the Investment Department of PT Wijaya Karya (Persero) Tbk.

**AFFILIATE RELATIONSHIP**

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.





Warga negara Indonesia kelahiran Boyolali, 3 Oktober 1969. Menjabat sebagai Direktur Operasi dan Komersial sejak 18 Juni 2020 berdasarkan SK-210/MBU/06/2020 tanggal 18 Juni 2020

Indonesian citizen born in Boyolali, October 3, 1969. He has been serving as Director of Operations and Commercial since 18 June 2020 based on SK-210 / MBU / 06/2020 dated 18 June 2020

**M. Adji**  
Direktur Operasi dan Komersial  
Operations and Commercial Director

Meraih gelar Sarjana Teknik Sipil dari Institut Teknologi Bandung pada 1994 dan Magister untuk Master of Port MGT and Harbour APE C Belgium pada 1997. Sekarang ini menjabat sebagai Direktur Operasi dan Komersial. Sebelumnya beliau menjabat sebagai Direktur Utama PT IPC Terminal Petikemas.

#### HUBUNGAN AFILIASI

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

Obtained a Bachelor's degree in Civil Engineering from the Bandung Institute of Technology in 1994 and a Masters for Master of Port MGT and Harbor APE C Belgium in 1997. Currently, he is the Director of Operations and Commercial. Previously he served as President Director of PT IPC Terminal Petikemas.

#### AFFILIATE RELATIONSHIP

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.

Warga negara Indonesia. Menjabat sebagai Direktur SDM sejak Desember 2020 berdasarkan SK-265/MBU/12/2017.

Indonesian citizens. Served as Director of HC since December 2020 based on SK-265 / MBU / 12/2017.

 **Muhammad Asyhari**  
Direktur SDM  
Director of HC

Meraih Sarjana Hukum dari Universitas Sumatera Utara tahun 1993 dan Magister Hukum Profesi Notariat dari Universitas Sumatera Utara tahun 2002. Sekarang menjabat sebagai Direktur SDM, sebelumnya pernah menjabat sebagai Koordinator PMO Pengembangan Bisnis II, Staf Utama Senior KP, General Manager Cabang Pelabuhan Tanjung Pinang.

#### HUBUNGAN AFILIASI

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

Obtained a Bachelor of Laws from the University of North Sumatra in 1993 and a Master of Professional Law from the University of North Sumatra in 2002. Now serving as Director of HC, previously served as Coordinator of PMO Business Development II, KP Senior Staff, General Manager of Tanjung Pinang Port Branch.

#### AFFILIATE RELATIONSHIP

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.



Warga negara Indonesia. Lahir di Surabaya pada 21 Oktober 1964. Menjabat sebagai Direktur Keuangan sejak 13 April 2020 berdasarkan SK-113/MBU/04/2020 tanggal 13 April 2020.

Indonesian citizens. Born in Surabaya on October 21, 1964. He has been serving as Finance Director since April 13, 2020 based on SK-113 / MBU / 04/2020 dated April 13, 2020.



**Choirul Anwar**

Direktur Keuangan  
Director of Finance

Meraih gelar MBA di Universitas of Arkansas pada 1996 dan meraih gelar Sarjana dari Jurusan Mekanisasi Pertanian di Institut Pertanian Bogor pada 1987. Sekarang ini menjabat sebagai Direktur Keuangan. Sebelumnya, beliau menjabat sebagai Senior Vice President (SVP) - Head of Small and Medium Enterprise Banking Group PT Bank Mandiri (Persero) Tbk.

**HUBUNGAN AFILIASI**

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

Graduated with an MBA from the University of Arkansas in 1996 and a Bachelor's degree from the Department of Agricultural Mechanization at the Bogor Agricultural Institute in 1987. Currently, he is the Director of Finance. Previously, he served as Senior Vice President (SVP) - Head of Small and Medium Enterprise Banking Group of PT Bank Mandiri (Persero) Tbk.

**AFFILIATE RELATIONSHIP**

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.





**I.M Herdianta**

Direktur Transformasi Dan Pengembangan Bisnis  
Director of Business Transformation and Development

Warga negara Indonesia. Lahir di Surabaya pada 7 Oktober 1966. Menjabat sebagai Direktur Transformasi Dan Pengembangan Bisnis sejak 13 April 2020 berdasarkan SK 113/MBU/04/2020 tanggal 13 April 2020.

Indonesian citizens. Born in Surabaya on October 7, 1966. He has been serving as Director of Business Transformation and Development since April 13, 2020 based on SK 113 / MBU / 04/2020 dated April 13, 2020.

Meraih gelar Sarjana Teknik Elektro dari Universitas Hasanuddin, Makassar pada 1991. Sekarang ini menjabat sebagai Direktur Transformasi dan Pengembangan Bisnis. Sebelumnya menjabat sebagai Corporate Secretary PT Pelindo IV (Persero).

**HUBUNGAN AFILIASI**

Beliau tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi atau Pemegang Saham Utama dan/atau Pengendali lainnya.

Obtained a Bachelor's degree in Electrical Engineering from Hasanuddin University, Makassar in 1991. Currently, he is the Director of Business Transformation and Development. Previously served as Corporate Secretary of PT Pelindo IV (Persero).

**AFFILIATE RELATIONSHIP**

He has no affiliation with other members of the Board of Commissioners, Directors or Major and / or Controlling Shareholders.

## TANGGUNG JAWAB ATAS LAPORAN TAHUNAN 2020

### Responsibility for the 2020 Annual Report

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Tahunan PT Pelabuhan Indonesia IV (Persero), tahun 2020 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan PT Pelabuhan Indonesia IV (Persero). Demikian pernyataan ini dibuat dengan sebenarnya.

We, the undersigned, state that all information in the Annual Report of PT Pelabuhan Indonesia IV (Persero), 2020 has been published in full and is fully responsible for the accuracy of the contents of the Annual Report of PT Pelabuhan Indonesia IV (Persero). This statement was made with actual.

Fachry Ali  
Komisaris Utama/ Independen

President Commissioner/ Independent

Eris Herryanto

Komisaris Independen

Independent Commissioner

Abdulhamid Dipopramono  
Komisaris

Commissioner

Heri Purnomo  
Komisaris

Commissioner

Neil Iskandar Daulay  
Komisaris Independen

Independent Commissioner

Syamsu Alam

Komisaris Independen

Independent Commissioner

## TANGGUNG JAWAB ATAS LAPORAN TAHUNAN 2020

### Responsibility for the 2020 Annual Report

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Tahunan PT Pelabuhan Indonesia IV (Persero), tahun 2020 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan PT Pelabuhan Indonesia IV (Persero). Demikian pernyataan ini dibuat dengan sebenarnya.

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Prasetyadi  
Direktur Utama  
President Director

Prakosa Hadi Takariyanto  
Direktur Teknik  
Director of Engineering

M. Adji  
Direktur Operasi dan Komersial  
Director of Operations and Commercial

Muhammad Asyhari  
Direktur SDM  
Director of HC

Choirul Anwar  
Direktur Keuangan  
Director of Finance

I.M. Herdianta  
Direktur Transformasi Dan Pengembangan Bisnis  
Director of Business Transformation and Development





# PROFIL PERUSAHAAN

## Company Profile



Dengan inovasi berkelanjutan dan metode kerja yang lebih efektif dan efisien serta kompetensi sumber daya manusia yang mumpuni, kami optimis Perseroan memiliki prospek usaha jangka panjang.

With continuous innovation and improvements to more effective and efficient work methods and qualified human capital competency, we are optimistic that The Company has a promising long-term business prospect









# IDENTITAS PERUSAHAAN

## Corporate Identity

	<b>NAMA</b> Name	<b>PT Pelabuhan Indonesia IV (Persero)</b>
	<b>MODAL DASAR</b> Authorized capital	<b>Rp1.400.000.000.000</b>
	<b>TANGGAL PENDIRIAN</b> Establishment date	<b>19 Oktober/ October 1991</b>
	<b>DASAR HUKUM PENDIRIAN</b> Legal Basis of Establishment	Peraturan Pemerintah (PP) Nomor 59 Tahun 1991 Government Regulation (PP) Number 59 of 1991
	<b>AKTA PENDIRIAN</b> Deed of Incorporation	Akta No. 7 tanggal 1 Desember 1992 oleh Notaris Imas Fatimah, SH, Notaris di Jakarta Deed No. 7 dated December 1, 1992 by Notary Imas Fatimah, SH, Notary in Jakarta
	<b>PERUBAHAN NAMA DAN STATUS PERUSAHAAN</b> Change of Company Name and Status	Pada tanggal 19 Oktober 1991 terjadi perubahan status Perusahaan dari Perusahaan Umum (Perum) menjadi Perseroan Terbatas (Persero) On 19 October 1991, there was a change in the Company's status from a Public Company (Perum) to a Limited Liability Company (Persero).
	<b>BIDANG USAHA</b> Business fields	Penyelenggara dan Pengusaha Jasa Kepelabuhan Port Service Operators and Entrepreneurs





### JARINGAN KANTOR

Office Network

**3** Anak Perusahaan  
Subsidiary

**1** Kantor Perwakilan  
Representative office

**22** Kantor Cabang  
Branch office

**3** Terminal Petikemas  
Terminal Petikemas

**1** Unit Pelayanan Kepelabuhan  
Port Service Unit

**9** SBU Pelayanan Kapal  
SBU Ship Services



### JUMLAH KARYAWAN

Number of employees

**1.575** Karyawan  
Employees



### KEPEMILIKAN SAHAM

Shareholding

**100%** Pemerintah Republik Indonesia  
Government of the Republic of Indonesia



### MODAL DITEMPATKAN DAN DISETOR PENUH

Issued and fully deposited capital

**Rp2.912.132.000.000**



**NPWP**  
NPWP **01.061.031.9.093.000**



**NOMOR PENGADUAN** **KOTAK POS 1040**  
Complaint Number Postal Box 1040



### KANTOR PUSAT

Headquarters

Jl. Soekarno No. 1 Makassar, Sulawesi Selatan 90173

**Telp** : (0411) 361 6549 (hunting)

**Fax** : (0411) 361 9044

**Website** : [www.inaport4.co.id](http://www.inaport4.co.id)







## RIWAYAT SINGKAT PERUSAHAAN

Brief History of The Company



**PT Pelabuhan Indonesia IV (Persero) didirikan berdasarkan Peraturan Pemerintah Indonesia (PP) NO. 59, tanggal 19 Oktober 1991, tentang Pengalihan bentuk Perseroan Umum (Perum) Pelabuhan IV menjadi Perseroan Terbatas (Persero)**

PT Pelabuhan Indonesia IV (Persero) was established based on Indonesian Government Regulation (PP) NO. 59, October 19, 1991, concerning the Transfer of Public Company (Perum) Pelabuhan IV to become a Limited Liability Company (Persero)



PT Pelabuhan Indonesia IV (Persero) didirikan berdasarkan Peraturan Pemerintah Indonesia (PP) NO. 59, tanggal 19 Oktober 1991, tentang Pengalihan bentuk Perseroan Umum (Perum) Pelabuhan IV menjadi Perseroan Terbatas (Persero) yang anggaran Dasarnya diaktakan dengan Akta No. 7, tanggal 1 Desember 1992 oleh Notaris Imas Fatimah, SH, Notaris di Jakarta. Pendirian Perseroan tersebut sejalan dengan kebijakan tatanan kepelabuhan nasional pada tahun 1983, dimana Pemerintah melakukan merger 8 Badan usaha Perusahaan Negara (PN) Pelabuhan menjadi 4 (empat) Badan usaha berstatus Perseroan Umum, salah satunya adalah Perseroan, yang selanjutnya diubah menjadi Perseroan Terbatas (Persero) dengan 4 (empat) pintu gerbang perdagangan luar negeri secara nasional. Perum Pelabuhan IV merupakan hasil merger PN Pelabuhan V (sebagian), VI, VII dan VIII, ditambah dengan 6 (enam) pelabuhan yang tidak diusahakan di Provinsi Papua.

Selanjutnya, Anggaran Dasar Perseroan telah mengalami beberapa kali perubahan dan terakhir berdasarkan keputusan Rapat umum Pemegang Saham luar Biasa No. RIS-271/MBU/S/2012 pada tanggal 18 Juli 2012 dan telah diaktakan dengan Akta Notaris No. 08, tanggal 31 Juli 2012 oleh Notaris Nanda Fauz Iwan, SH., M.Kn. Perubahan anggaran Dasar telah mendapat bukti penerimaan pemberitahuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia Nomor: AHU-AH.01.10-29802, tanggal 10 Agustus 2012.

## KETERANGAN PERUBAHAN NAMA

Sesuai dengan uraian riwayat singkat, Pelindo IV tidak pernah melakukan perubahan nama sejak pertama kali berdiri hingga saat ini.

PT Pelabuhan Indonesia IV (Persero) was established based on Indonesian Government Regulation (PP) NO. 59, October 19, 1991, concerning the Transfer of Public Company (Perum) Pelabuhan IV to become a Limited Liability Company (Persero) whose articles of association are notarized by deed No. 7, dated December 1, 1992 by Notary Imas Fatimah, SH, Notary in Jakarta. The establishment of the Company was in line with the national port order policy in 1983 when the Government merged 8 Port State Company (PN) business entities into 4 (four) business entities with the status of a public company, one of which was a Company which was subsequently changed to a Limited Liability Company (Persero) with 4 (four) gateways for foreign trade nationwide. Perum Pelabuhan IV is the result of a merger of PN Pelabuhan V (partially), VI, VII and VIII, plus 6 (six) other ports which are not operated in Papua Province.

The Articles of Association of the Company have been amended several times and most recently based on the resolution of the Extraordinary General Meeting of Shareholders No. RIS-271 / MBU / S / 2012 dated July 18, 2012 and notarized by notarial deed no. 08, dated July 31, 2012 by notary Nanda Fauz Iwan, SH., M.Kn. Amendments to the articles of association have received proof of receipt of notification from the Minister of Law and Human Rights of the Republic of Indonesia Number: AHU-AH.01.10-29802, dated August 10, 2012.

## Description of Name Change

In accordance with the brief history description, Pelindo IV has never changed its name since it was first established until now.



## IDENTITAS PERUSAHAAN

### Company Identity



Perseroan resmi meluncurkan logo baru pada tanggal 15 Agustus 2014, sebagai bentuk semangat dan komitmen untuk melakukan perubahan dan perbaikan demi menyongsong masa depan dengan pertumbuhan kinerja yang berkelanjutan.

The company officially launched its new logo on August 15, 2014, as a manifestation of the spirit and commitment to make changes and improvements in facing a future with sustainable performance growth.



# PELINDO4

*Great Ports, Great Connectivity, Great Indonesia*





## KOMBINASI WARNA

Biru menggambarkan peningkatan ekspresi verbal, komunikasi, ekspresi artistik dan kekuatan. Biru yang kuat (biru tua) akan merangsang pemikiran yang jernih. Biru juga merupakan warna yang termasuk tenang dan bersifat profesional. Efek lain warna biru adalah sebagai warna yang melambangkan kepercayaan dan *truthfulness*. Warna ini juga menyiratkan pemikiran yang serius, integritas, ketulusan dan ketenangan. Biru juga diasosiasikan dengan otoritas dan kesuksesan. Hijau dikaitkan dengan dunia alam yang memberikan nuansa membumi dan memberikan kesan segar serta ingin menonjolkan sifat natural dan beradab dari suatu perusahaan. Warna ini juga memiliki arti lain seperti pertumbuhan, kesegaran dan kreativitas.

## COLOR COMBINATIONS

Blue represents an increase in verbal expression, communication, artistic expression and strength. Strong blue (dark blue) will stimulate clear thinking. Blue is a color that represents calm and professional nature. The blue color also symbolizes trust and truthfulness. This color also implies serious thinking, integrity, sincerity and serenity. Blue is also associated with authority and success. Green is associated with nature which gives a down-to-earth feel and a fresh feel and accentuates the natural and civilized nature of a company. This color also has other meanings, such as growth, freshness and creativity.

## KONSEP BENTUK

Bentuk anak panah terinspirasi dari lesatan anak panah yang mempresentasikan konsep pergerakan perusahaan yang fokus dan dinamis dalam mencapai visi dan misinya, anak panah yang melesat ke depan juga merupakan stilasi dari huruf "P" dan angka "4" yang merupakan singkatan dari PT Pelindo IV.

## CONCEPT OF FORM

The arrow shape is inspired by the movement of an arrow, which represents the company's movement that is focused and dynamic in achieving its vision and mission. The arrow that flies forward is also a stylization of the letter "P" and the number "4" which stands for PT Pelindo IV.

## TAGLINE

"Great Ports, Great Connectivity, Great Indonesia", memiliki makna Great Ports "Cita-cita PT Pelindo IV (Persero) yang ingin membangun pelabuhan-pelabuhan bertaraf Internasional". Great Connectivity "Membangun konektivitas Indonesia Timur dengan Dunia". Great Indonesia "Sejalan Nawa Cita Republik Indonesia untuk membangun Indonesia hebat".

## TAGLINE

"Great Ports, Great Connectivity, Great Indonesia" means Great Ports: "The aspiration of PT Pelindo IV (Persero) to build international standard ports", Great Connectivity: "Building connectivity between East Indonesia and the World", Great Indonesia: "In line with the Nawa Cita of the Republic of Indonesia to build a great Indonesia".



# JEJAK LANGKAH

## Milestone

▶ 1983

- Penetapan 4 (empat) pintu gerbang perdagangan luar negeri secara nasional oleh Pemerintah.
- Merger 8 Badan Usaha PN Pelabuhan menjadi 4 (empat) Badan usaha Perusahaan umum (Perum), termasuk Perseroan.
- Establishment of 4 (four) gateways for foreign trade nationwide by the Government.
- Merger of 8 PN Port Business Entities into 4 (four) Public Company (Perum) Business Entities, including the Company.

▶ 1985

Pendirian Perum Pelabuhan IV berdasarkan Peraturan Pemerintah (PP) No. 17 Tahun 1983 jo. PP No. 7 Tahun 1985.

Establishment of Perum Pelabuhan IV based on Government Regulation (PP) No. 17 of 1983 jo. PP No. 7 of 1985.

▼ 1991

Perubahan status Perseroan dari Perum menjadi Persero sehingga menjadi PT Pelabuhan Indonesia IV (Persero) berdasarkan PP No. 59 Tahun 1991.

Change in the status of the Company from Perum to Persero to become PT Pelabuhan Indonesia IV (Persero) based on Government Regulation no. 59 of 1991.

▼ 1993-2008

Mendapatkan SMM SNI ISO-9001 versi 2008 (ISO9001:2008) untuk penyediaan jasa kepelabuhan untuk barang, penumpang dan kapal masing-masing di Cabang Tarakan, Sorong, ambon, Samarinda dan makassar.

Obtaining SMM SNI ISO-9001 version 2008 (ISO9001: 2008) for providing port services for goods, passengers and ships in the Tarakan, Sorong, Ambon, Samarinda and Makassar branches respectively.

▶ 2009

- Kerjasama pengembangan pembangunan Terminal Petikemas Palaran di Samarinda, Inland Container Depo (ICD) di Pelabuhan Sorong dan pembebasan lahan untuk pembangunan Depo Petikemas di Pelabuhan Makassar.
- Penghargaan Pelabuhan Terbaik dari DPP InSa untuk Terminal Petikemas Makassar.
- Pelaksanaan program Putra Harapan Papua dan penyaluran dana kemitraan sebesar Rp900.000.000.
- Cooperation in the development of the construction of the Palaran Container Terminal in Samarinda, the Inland Container Depo (ICD) at the Port of Sorong and land acquisition for the construction of the Container Depot at the Makassar Port.
- Best Port Award from DPP InSa for Makassar Container Terminal.
- Implementation of the Putra Harapan Papua program and distribution of partnership funds amounting to Rp900,000,000.



2012



- Pendirian anak perusahaan, PT Equiport Inti Indonesia.
- Penghargaan MURI kegiatan batik terpanjang di dunia.
- Nota Kesepahaman pemanduan di Pelabuhan Sorong dan Ternate, penyiapan rencana kerjasama pembangunan dan pengoperasian lapangan penumpukan petikemas di Pelabuhan Ambon, serta kerjasama bidang kepelabuhanan dengan Kabupaten Bian Numfor.
- Establishment of a subsidiary, PT Equiport Inti Indonesia.
- MURI award for the longest batik making in the world.
- Memorandum of Understanding of scouting at Port of Sorong and Ternate, preparation of cooperation plan of construction and operation of container cultivation field at Ambon Port, and cooperation of port area with Bian Numfor Regency.

2011



- Peresmian kapal tunda KT. Antasena di Pelabuhan Balikpapan dan pengadaan unit Container Crane di Terminal Petikemas Makassar.
- Rencana Kerjasama Pengoperasian Pelabuhan Tanjung Batu di Kabupaten Berau Kalimantan Timur.
- Program PKBL sunatan masal dan pengobatan gratis, serta pasar murah Ramadhan bersama dengan Pemerintah Provinsi Sulawesi Selatan di Pelabuhan Paotere makassar, dan program umroh karyawan.
- Inauguration of tugboat KT. antasena in Balikpapan Port and procurement of Container Crane unit at Makassar Container Terminal.
- Cooperation Plan for the Port of Tanjung Batu Operation in Berau District of East Kalimantan.
- PKBL program of mass circumcision and free treatment, as well as Ramadhan cheap market together with South Sulawesi Provincial Government in Port of Paotere makassar, and employee umroh program.

2010



- Peresmian gedung baru Terminal Petikemas Makassar.
- Penghargaan Zero Accident dari Kementerian Tenaga Kerja dan Transmigrasi Republik Indonesia kepada Terminal Petikemas Makassar.
- Penyaluran program PKBL dan aksi penanaman pohon di wilayah Pelabuhan Paotere Makassar sebagai bagian dari Program Sejuta Pohon.
- Inauguration of the new Makassar Container Terminal building.
- Zero Accident Award from the Ministry of Manpower and Transmigration of the Republic of Indonesia awarded to Makassar Container Terminal.
- Distribution of the PKBL program and tree planting actions in the area of Paotere Port, Makassar as part of the One Million Trees Program.



# JEJAK LANGKAH

## Milestone



### 2013

- Pendirian anak perusahaan, PT Nusantara Terminal Service.
- Penetapan operasional 9 (sembilan) kantor cabang Perseroan.
- Establishment of a subsidiary, PT Nusantara Terminal Service.
- Designation of the operations of the 9 (nine) branch offices of the Company.

### 2014

- Peluncuran logo baru Perseroan dan redefinisi nilai-nilai Perusahaan.
- Pemasangan Container Crane (CC) di Pelabuhan Terminal Petikemas Bitung.
- Launching of the new Company logo and redefining the Company's values.
- Installation of Container Crane (CC) at Bitung Container Terminal Port.



- Soft Launching of the revitalization of the Makassar Port passenger terminal.
- Inauguration of the Groundbreaking of Makassar New Port by the President of the Republic of Indonesia, Ir. Joko Widodo.
- The movement to increase exports threefold in South Sulawesi, was launched by the President of the Republic of Indonesia, Mr. Joko Widodo, and the Governor of South Sulawesi, Mr. Syahrul Yasin Limpo, at the Makassar Container Terminal.

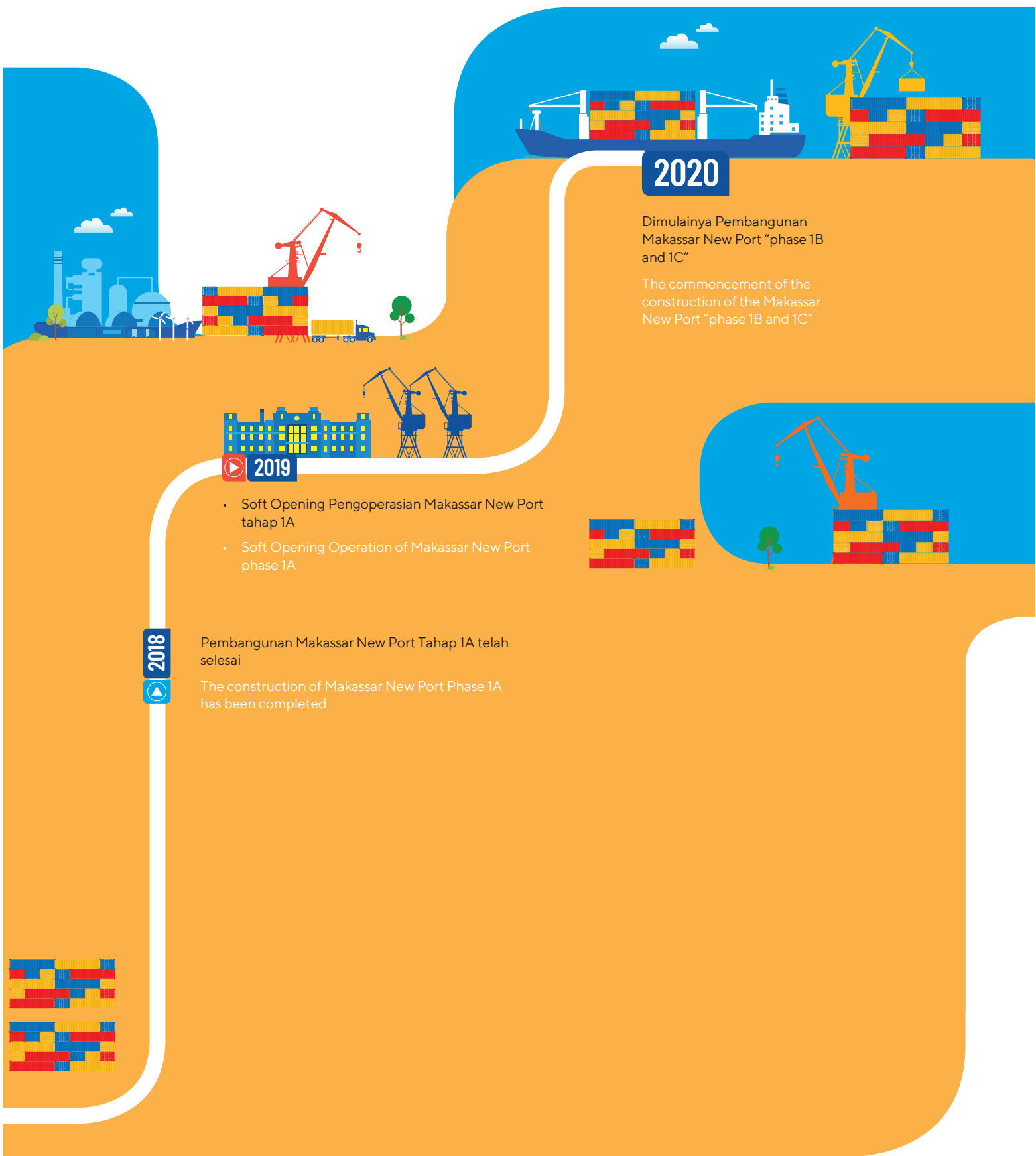
### 2015

- Soft Launching revitalisasi terminal penumpang Pelabuhan Makassar.
  - Peresmian Groundbreaking Makassar New Port oleh Presiden Republik Indonesia, Ir. Joko Widodo.
- Gerakan peningkatan Ekspor 3x lipat di Sulawesi Selatan, di buka oleh Presiden Republik Indonesia, Bapak Joko Widodo dan Gubernur Sulawesi Selatan, Bapak Syahrul yasin limpo di Terminal Petikemas Makassar.

### 2016

- The release of direct shipping or direct call for the first export from Papua to the export destination country of China by dispatching 40 containers of processed wood commodities.
- Soft launching of 31 commodities exports to 34 destination countries as part of "Free Exports" with the Provincial Government of South Sulawesi.
  - PT Pelindo IV (Persero) received a trophy and award certificate for excellent service for public service units within the transportation environment from the Ministry of Transportation which was submitted directly by the Minister of Transportation, Budi Karya Sumadi, in Jakarta.
  - President Director of PT Pelindo IV (Persero), Doso Agung, received 2 (two) awards from the Governor of South Sulawesi for his active role and sincerity in advancing the economy of South Sulawesi, as well as encouraging MSMEs through the implementation of direct export calls from Makassar Port.
- Pelepasan pelayaran langsung atau direct call ekspor perdana dari Papua menuju ke negara tujuan ekspor China, dengan memberangkatkan 40 kontainer komoditas kayu olahan.
- Soft launching ekspor 31 komoditas ke 34 negara tujuan dalam rangka "Merdeka Ekspor" bersama Pemerintah Provinsi Sulawesi Selatan.
- PT Pelindo IV (Persero) mendapat trophy dan piagam penghargaan pelayanan prima unit pelayanan publik di lingkungan Perhubungan dari Kementerian Perhubungan, yang diserahkan langsung oleh menteri Perhubungan Budi Karya Sumadi di Jakarta.
- Direktur Utama PT Pelindo IV (Persero) Doso Agung menerima 2 (dua) penghargaan dari Gubernur Sulawesi Selatan atas peran aktif dan kesungguhan kerja untuk kemajuan ekonomi Sulsel, serta mendorong UMKM melalui terlaksananya direct call ekspor langsung dari Pelabuhan Makassar.





## 2020

Dimulainya Pembangunan Makassar New Port "phase 1B and 1C"

The commencement of the construction of the Makassar New Port "phase 1B and 1C"

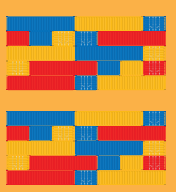
## 2019

- Soft Opening Pengoperasian Makassar New Port tahap 1A
- Soft Opening Operation of Makassar New Port phase 1A

## 2018

Pembangunan Makassar New Port Tahap 1A telah selesai

The construction of Makassar New Port Phase 1A has been completed





## BIDANG USAHA

### Business Fields



Tujuan Perseroan adalah melakukan usaha di bidang penyelenggaraan dan pengusahaan kepelabuhanan, serta optimalisasi pemanfaatan sumber daya yang dimiliki Perseroan untuk menghasilkan barang dan/atau jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapatkan/mengejar keuntungan guna meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

The objective of the Company is to conduct business in the field of port management and business, as well as optimizing the utilization of the Company's resources to produce high quality and highly competitive goods and / or services to gain / pursue profits in order to increase the value of the Company by applying the principles of Limited Liability Companies.







Sesuai dengan Peraturan Pemerintah Indonesia (PP) No. 59 tanggal 19 Oktober 1991, Pasal 2 tentang maksud dan Tujuan Pendirian Perseroan, serta akta Perubahan anggaran Dasar No. 157 tanggal 23 April 1998, yang diikuti dengan Pernyataan Keputusan Rapat tentang Perubahan Anggaran Dasar Perseroan PT Pelabuhan Indonesia IV No. 4 tanggal 15 Agustus 2008, Pasal 3, bahwa maksud dan tujuan Perseroan adalah melakukan usaha di bidang penyelenggaraan dan pengusahaan kepelabuhanan, serta optimalisasi pemanfaatan sumber daya yang dimiliki Perseroan untuk menghasilkan barang dan/atau jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapatkan/mengejar keuntungan guna meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

In accordance with Indonesian Government Regulation (PP) No. 59 dated October 19, 1991 Article 2 concerning the Purpose and Objectives of the Establishment of the Company, as well as the deed of Amendment to the Articles of Association no. 157 dated April 23, 1998 followed by a Statement of Meeting Resolutions on Amendments to the Articles of Association of the Company PT Pelabuhan Indonesia IV No. 4 dated August 15, 2008, Article 3 which states that the purpose and objective of the Company is to carry out business in the field of port management and business as well as optimizing the utilization of the Company's resources to produce high quality and highly competitive goods and / or services for profit. and increase the value of the Company by applying the principles of the Limited Liability Company.



## KEGIATAN USAHA SESUAI ANGGARAN

Berkenaan dengan pencapaian maksud dan tujuan Perseroan di atas, maka kegiatan usaha yang sampai dengan saat ini dilaksanakan oleh PT Pelabuhan Indonesia IV (Persero) adalah:

### KEGIATAN USAHA UTAMA

1. Penyediaan dan/atau pelayanan kolam-kolam pelabuhan dan perairan untuk lalu lintas dan tempat-tempat berlabuhnya kapal;
2. Penyediaan dan/atau pelayanan jasa-jasa yang berhubungan dengan pemanduan (*pilotage*) dan penundaan kapal;
3. Penyediaan dan/atau pelayanan dermaga dan fasilitas lain untuk bertambat, bongkar muat petikemas, curah cair, curah kering, *multi-purpose*, barang termasuk hewan, *general cargo* dan kendaraan; kolam pelabuhan dan perairan untuk lalu lintas dan tempat-tempat berlabuhnya kapal;
4. Penyediaan pelayanan jasa bongkar muat, petikemas, curah cair, curah kering (*general cargo*) dan kendaraan;
5. Penyediaan dan/atau pelayanan jasa terminal petikemas, curah cair, curah kering, *multi-purpose*, penumpang, pelayanan rakyat dan RORO;
6. Penyediaan dan/atau pelayanan gudang-gudang dan lapangan penumpukan dan tangki/tempat penimbunan barang-barang angkutan bandar, alat bongkar muat serta peralatan pelabuhan;
7. Penyediaan dan/atau pelayanan tanah untuk berbagai bangunan dan lapangan, industri dan gedung-gedung/bangunan yang berhubungan dengan kepentingan kelancaran angkutan multi modal;
8. Penyediaan dan/atau pelayanan listrik, air minum dan instalasi limbah serta pembuangan sampah;
9. Penyediaan dan/atau pelayanan jasa pengisian bahan bakar minyak untuk kapal dan kendaraan di lingkungan pelabuhan;
10. Penyediaan dan/atau pelayanan kegiatan konsolidasi dan distribusi barang termasuk hewan.
11. Penyediaan dan pengelolaan jasa konsultasi, pendidikan dan pelatihan yang berkaitan dengan kepelabuhanan;

## BUSINESS ACTIVITIES WITHIN BUDGET

With regard to the achievement of the aims and objectives of the Company mentioned above, the business activities that have been carried out by PT Pelabuhan Indonesia IV (Persero) to date are:

### MAIN BUSINESS ACTIVITIES

1. Port basin and quatic support and/or services for vessel traffic and docking;
2. Support and provide services for ship *pilotage* and delay;
3. Other port service and facilities support and/or services for anchoring, container loading and unloading, liquid bulk, dry bulk, multi- purpose, commodities including animal, *general cargo* and vehicles;
4. Loading and unloading services for container, liquid bulk, dry bulk (*general cargo*) and vehicles.
5. Support and service for container, liquid bulk, dry bulk, multi purpose, passenger, public shipping and RoRo terminal services;
6. Support and service on warehouse and storing yard and storing tank/place for storing port transportation, loading and unloading as well as port's equipment.
7. Land support and/or services for various building and field, industry and building with contribution to smooth interest of multi- capital transportation.
8. Electricity, drinking water and waste installation support and/or services including garbage disposal/
9. Oil Fuel recharge support and/or service for ship and vehicle in the Company's circumstances.
10. Supply and/or service consolidation of activity and distribution of the goods for animal.
11. Provide and manage consulting, education and training services relate with Port industry.

12. Pengusahaan dan penyelenggaraan depo petikemas dan perbaikan, *cleaning*, fumigasi serta pelayanan logistik;
13. Pengusahaan kawasan pabean dan tempat penimbunan sementara.

### KEGIATAN USAHA LAIN

Jasa angkutan;

1. Jasa persewaan dan perbaikan fasilitas dan peralatan;
2. Jasa perawatan kapal dan peralatan di bidang kepelabuhanan;
3. Jasa pelayanan alih muat dari kapal ke kapal (*ship-to-ship transfer*) termasuk jasa ikutan lainnya;
4. Properti di luar kegiatan utama kepelabuhanan;
5. Kawasan industri;
6. Fasilitas pariwisata dan perhotelan;
7. Jasa konsultan dan surveyor kepelabuhanan;
8. Jasa komunikasi dan informasi;
9. Jasa konstruksi kepelabuhanan;
10. Jasa forwarding/ekspedisi;
11. Jasa kesehatan;
12. Perbekalan dan catering;
13. Tempat tunggu kendaraan bermotor dan shuttle bus;
14. Jasa penyelaman (*salvage*);
15. Jasa tally;
16. Jasa pas pelabuhan;
17. Jasa timbangan.

12. Container storehouse and repair, *cleaning* fumigation and logistic business and operation.
13. Custom zone and temporary storage area business.

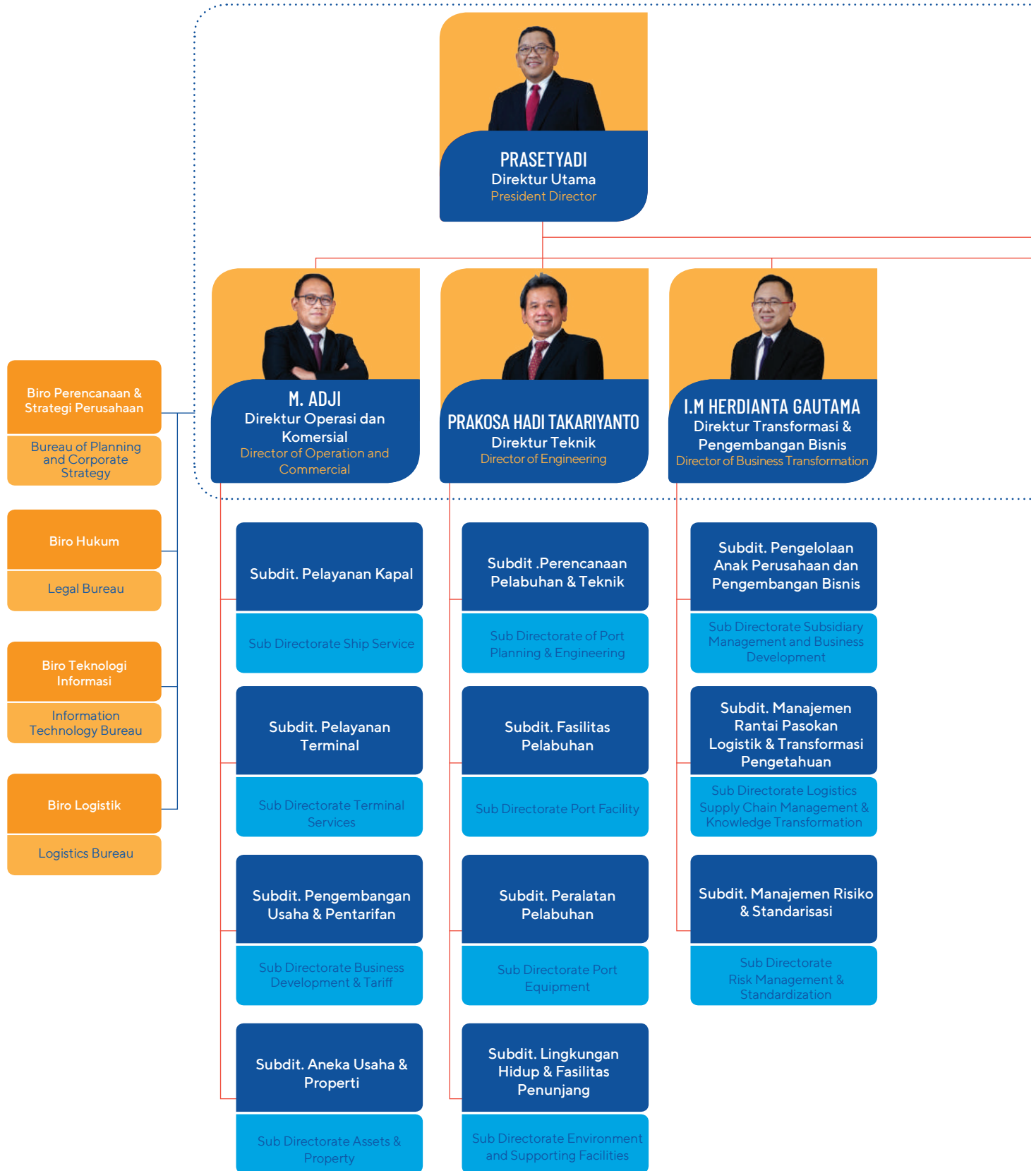
### OTHER BUSINESS ACTIVITIES

Jasa angkutan;

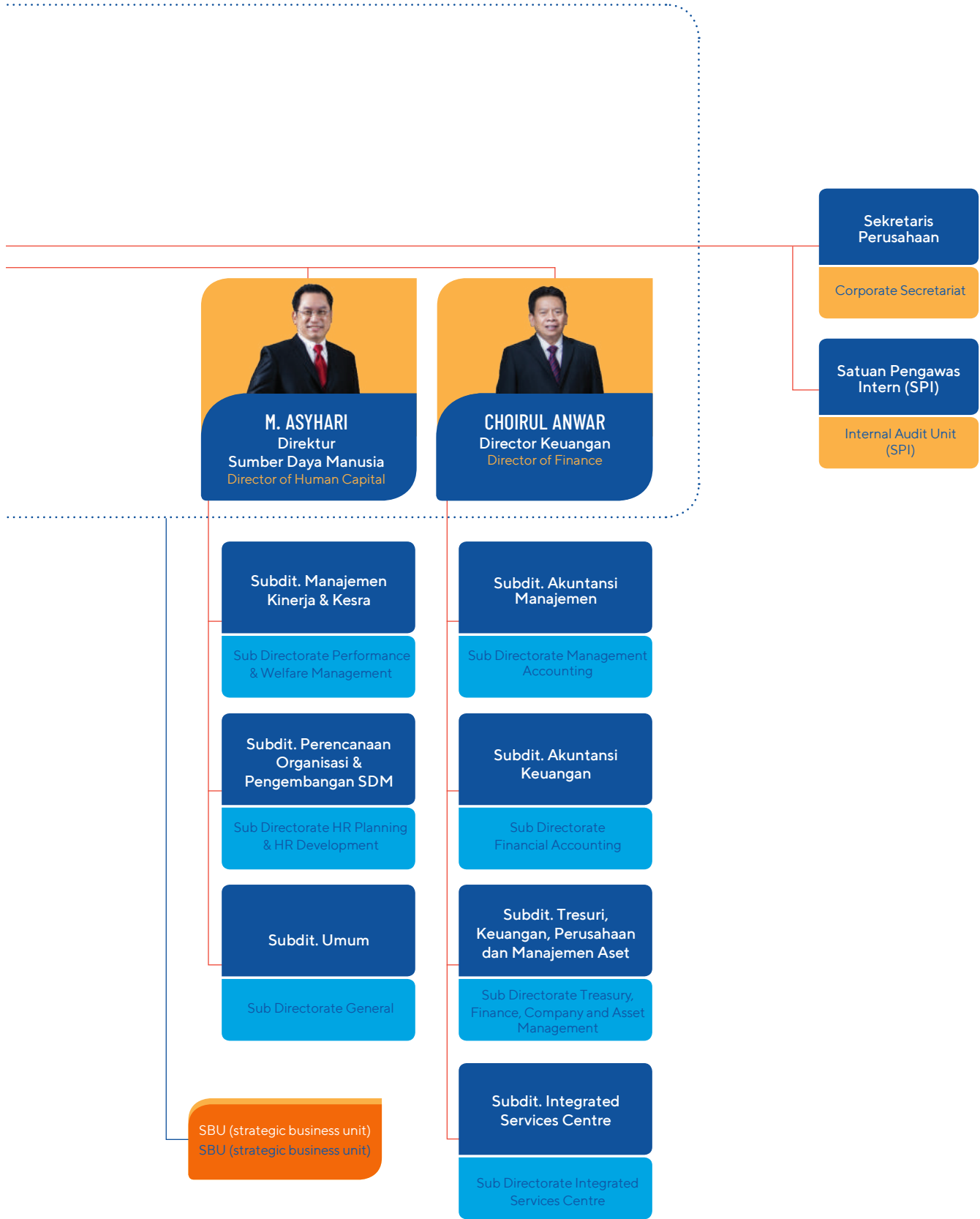
1. Transportation services;
2. Rental and repair services for facilities and equipment;
3. Ship maintenance services and equipment in the port sector;
4. *Ship-to-ship transfer* services including other follow-up services;
5. Property outside of the main port activities;
6. Industrial area;
7. Tourism and hospitality facilities;
8. Port consultant and surveyor services;
9. Communication and information services;
10. Forwarding / expedition services;
11. Health services;
12. Supplies and catering;
13. Stopover for motorized vehicles and shuttle buses;
14. Diving services (*salvage*);
15. Tally services;
16. Port pass services;
17. Weighing services.

# STRUKTUR ORGANISASI

## Organizational Structure







## Susunan Direksi, Pejabat Struktural Direktorat, Biro, Anak Perusahaan, Cabang Pelabuhan dan SBU Perusahaan

## Composition of the Board of Directors, Directorate Structural Officers, Bureaus, Subsidiaries, Port Branches and Company SBUs

DIREKSI Directors		
Nama Name	Jabatan	Position
Prasetyadi	Direktur Utama	President Director
Prakosa Hadi Takariyanto	Direktur Teknik	Director of Engineering
M. Adji	Direktur Operasi dan Komersial	Operations and Commercial Director
M. Asyhari	Direktur Sumber Daya Manusia	Director of Human Capital
Choirul Anwar	Direktur Keuangan	Director of Finance
I.M Herdianta Gautama	Direktur Transformasi dan Pengembangan Bisnis	Director of Business Transformation and Development

SATUAN PENGAWAS INTERN Internal Supervisory Unit		
Nama Name	Jabatan	Position
Enriany Muis	Kepala Satuan Pengawasan Intern	Head of Internal Audit Unit
Dwi Indra	Pengawas Bidang III	Supervisor of Field III
Kusnadi Yunus	Pengawas Bidang IV	Field Supervisor IV
Ichdinas Effendy	Pengawas Bidang II	Supervisor of Field II
Junaedi Abdullah	Pengawas Bidang I	Supervisor of Field I
Nurbaya	Sekretaris Dan Administrasi SPI	Secretary and Administration of SPI

SEKRETARIAT PERUSAHAAN Corporate Secretariat		
Nama Name	Jabatan	Position
Dwi Rahmad Toto Sugiarto	Sekretaris Perusahaan	Corporate Secretary
Anna Maryani Passe	Asisten Sekretaris Perusahaan Bidang Komunikasi Korporat dan Kesekretariatan	Deputy Vice President of Corporate Communication And Secretarial
Andi B. Nurul Qamril	Asisten Sekretaris Perusahaan Bidang GCG dan Sistem Manajemen	Deputy Vice President Of GCG And Management System
Supriyadi Ratman	Asisten Sekretaris Perusahaan Bidang PKBL dan CSR	Deputy Vice President of Partnership Program and Corporate Social Responsibility

### BIRO PERENCANAAN STRATEGI PERUSAHAAN Corporate Strategy Planning Bureau

Nama Name	Jabatan	Position
Abdul Rahman	Kepala Biro Perencanaan Strategi Perusahaan	Executive Vice President of Corporate Planning And Strategy
Andar Irwansyah	Asisten Kepala Biro Bidang Perencanaan Strategis, Riset dan Pengembangan	Deputy Vice President of Strategic Planning, Research And Development
Nasib Sihombing	Asisten Kepala Biro Manajemen Bidang Manajemen Kinerja dan Portofolio Bisnis	Deputy Vice President of Business Portofolio and Performance Management

### BIRO HUKUM Legal Bureau

Nama Name	Jabatan	Position
Anwar Pae	Kepala Biro Hukum	Senior Vice President of Legal Bureau
Moh. Akira Fauzi	Asisten Kepala Biro Hukum Bidang Peraturan dan Perikatan Perusahaan	Manager of Corporate Regulation and Agreement
Mohammad Rizal	Asisten Kepala Biro Hukum Penelaahan Hukum dan Penanganan Perkara	Deputy Vice President of Legal Review and Litigation

### BIRO TEKNOLOGI INFORMASI Information Technology Bureau

Nama Name	Jabatan	Position
Safrizal	Kepala Biro Teknologi Informasi	Senior Vice President of Information Technology
Heiruddin	Asisten Kepala Biro Bidang Pengamanan Sistem, Data dan Informasi	Deputy Vice President of System Security, Data and Information
Wenny Steve Paat	Asisten Kepala Biro Bidang Pengembangan Aplikasi	Deputy Vice President of Application Development
Al Amin Baso	Asisten Kepala Biro Bidang Infrastruktur dan Sistem Pendukung	Deputy Vice President of infrastructure and Supporting System

### BIRO LOGISTIK Logistics Bureau

Nama Name	Jabatan	Position
Muhammad Iskandar	Kepala Biro Logistik	Senior Vice President of Procurement
Adhika Rakhmatullah	Asisten Kepala Biro Bidang Pelaksanaan Pengadaan Barang dan Jasa	Deputy Vice President of Procurement
Windy Fransinety	Asisten Kepala Biro Bidang Perencanaan Pengadaan Barang dan Jasa	Deputy Vice President of Procurement Planning

<b>DIREKTORAT TEKNIK</b> Directorate of Engineering		
Nama Name	Jabatan	Position
Prakosa Hadi Takariyanto	Direktur Teknik	Director of Engineering
Hidayat	Senior Manager Lingkungan Hidup dan Fasilitas Penunjang	Senior Manager of Environment and Supporting Facilities
Muhajir Djurumiah	Senior Manager Peralatan Pelabuhan	Senior Manager of Port Equipment
Arwin	Senior Manager Fasilitas Pelabuhan	Senior Manager of Port Facilities
Ida Sari	Senior Manager	Senior Vice President of Port Engineering, Planning and Business Development

<b>DIREKTORAT OPERASI DAN KOMERSIAL</b> Directorate of Operations and Commercial		
Nama Name	Jabatan	Position
M. Adji	Direktur Operasi dan Komersial	Director of Operations And Commercial
Yusida M. Palesang	Senior Manager Pelayanan Terminal	Senior Manager of Terminal Services
Syamsul Maarif	Senior Manager Pelayanan Kapal	Senior Manager of Ship Services
Tubagus Patrick Tribudi Utama Iskandar	Senior Manager Pemasaran dan Tarif	Senior Vice President of Marketing and Tariff
Darwis	Senior Manager Aneka Usaha dan Properti	Senior Vice President of Other Services and Property

<b>DIREKTORAT SUMBER DAYA MANUSIA</b> Directorate of Human Resources		
Nama Name	Jabatan	Position
M. Asyhari	Direktur Sumber Daya Manusia	Director of Human Capital
Basri Alam	Senior Manager Perencanaan Organisasi dan Pengembangan SDM	Senior Manager of Organizational Planning And HR Development
Ramdan Affan Kiai Demak	Senior Manager Umum	Senior Vice President of General Affairs
Mundzzyr Salim	Senior Manager Kinerja dan Kesejahteraan SDM	Senior Vice President of Performance and HC Wellbeing

<b>DIREKTORAT KEUANGAN</b> Directorate of Finance		
Nama Name	Jabatan	Position
Choirul Anwar	Direktur Keuangan	Director of Finance
Muh. Ichsan Bayupah	Senior Manager Perbendaharaan, Keuangan Perusahaan dan Manajemen Aset	Senior Vice President of Treasury, Corporate Finance and Asset Management



DIREKTORAT KEUANGAN Directorate of Finance		
Nama Name	Jabatan	Position
Riyanto	Senior Manager Akuntansi Manajemen	Senior Vice President of Management Accounting
Hamid	Senior Manager Akuntansi Keuangan	Senior Vice President of Financial Accounting
Rahayu Djafar	Senior Manager Pusat Pelayanan Terintegrasi	Senior Vice President of Integrated Service Center

DIREKTORAT PENGEMBANGAN DAN TRANSFORMASI BISNIS Directorate of business development and transformation		
Nama Name	Jabatan	Position
I.M Herdianta Gautama	Direktur Transformasi dan Pengembangan Bisnis	Director of Business Transformation dan Development
Moudy Pitoy	Senior Manager Management Risiko dan Standarisasi	Senior Vice President of Risk Management and Standardisation
Bambang Ponco Handoko Mardiyono	Senior Manager Anak Perusahaan dan Pengembangan Perusahaan	Senior Vice President of Subsidiary and Business Development
Muhammad Syukur	Senior Manager Manajemen Rantai Pasokan Logistik dan Transformasi Pengetahuan	Senior Manager Logistic Supply Chain Management and Knowledge Transformation

CABANG PELABUHAN DAN UPK Port Branch and UPK		
Nama Name	Jabatan	Position
Aris Tunru	General Manager Cabang Makassar	General Manager of Makassar Branch
Josef Benny Rohy	General Manager Terminal Petikemas Makassar	General Manager of Makassar Container Terminal
Edy Djoni Markus Nursewan	General Manager Makassar New Port	General Manager of Makassar New Port
Iwan Sjarifuddin	General Manager Cabang Balikpapan	General Manager of Balikpapan Branch
Suhadi Hamid	General Manager Cabang Samarinda	General Manager of Samarinda Branch
Dameanto Marulitua Pangaribuan	General Manager Cabang Bitung	General Manager of Bitung Branch
Ady Sutrisno	General Manager Cabang Ambon	General Manager of Ambon Branch
Raplin Halid	General Manager Cabang Sorong	General Manager of Sorong Branch
Sonny Uktolsey	General Manager Cabang Jayapura	General Manager of Jayapura Branch
Enriko Fermi	General Manager Cabang Tarakan	General Manager of Tarakan Branch
I Nengah Suryana Jendra	General Manager Cabang Pantoloan	General Manager of Pantoloan Branch
Herryanto	General Manager Cabang Ternate	General Manager of Ternate Branch

CABANG PELABUHAN DAN UPK Port Branch and UPK		
Nama Name	Jabatan	Position
Muh. Ilyas	General Manager Cabang Parepare	General Manager of Parepare Branch
Debby Duakaju	General Manager Cabang Kendari	General Manager of Kendari Branch
Haryson Peter Nanlohy	General Manager Cabang Biak	General Manager of Biak Branch
Muhammad Sofyan Marasabessy	General Manager Cabang Merauke	General Manager of Merauke
Capt. Suparman	General Manager Cabang Manokwari	General Manager of Manokwari Branch
Teddy Indra Yudhana	General Manager Cabang Gorontalo	General Manager of Gorontalo Branch
Muhammad Sjarief Karim	General Manager Cabang Fakfak	General Manager of Fakfak Branch
Teguh Firdaus	General Manager Cabang Nunukan	General Manager of Nunukan Branch
Capt. Syarifuddin H	General Manager UPK Sengata	General Manager of Sengata Port Service Unit
Sugiarto	General Manager Cabang Tolitoli	General Manager of Tolitoli Branch
Muhammad Ayub Rizal	General Manager Terminal Petikemas Bitung	General Manager of Bitung Container Terminal
Rudi Hartono Fransiskus	General Manager Cabang Manado	General Manager of Manado Branch
Ansyhari Amin	General Manager Cabang Bontang Lhoktuan	General Manager of Bontang Lhoktuan Branch
Robert Mongintiu Nusa	General Manager Cabang Tanjung Redeb	General Manager of Tanjung Redeb Branch

## Unit Bisnis Strategis

## Strategic Business Unit

INTAN CURAH PERKASA		
Nama Name	Jabatan	Position
Moh. Subiyan	General Manager Intan Curah Perkasa	General Manager of Intan Curah Perkasa
Tjahjo Wibowo	Deputi General Manager Bidang Operasi dan Teknik	Deputy General Manager of Operation and Engineering
Muhammad Irfan	Deputi General Manager Bidang Keuangan dan SDM	Deputy General Manager of Finance and Human Capital

INTAN DAYA LOGISTIK		
Nama Name	Jabatan	Position
Sofyan	General Manager Intan Daya Logistik	General Manager of Intan Daya Logistik
Zaidan Gamel	Deputi General Manager Bidang Operasi dan Komersial	Deputy General Manager of Operation and Commercial
Nusair	Deputi General Manager Bidang Keuangan, SDM, dan IT	Deputy General Manager of Finance, Human Capital and Information Technology

### INTAN KREASI KONSTRUKSI

Nama Name	Jabatan	Position
Zulkifi	General Manager Intan Kreasi Konstruksi	General Manager of Intan Kreasi Konstruksi
Bondan Sasongko	Deputi General Manager Bidang Operasi dan Teknik	Deputy General Manager of Operation and Engineering

### INTAN MULTI PROPERTI

Nama Name	Jabatan	Position
Faisal Napu	General Manager Intan Multi Properti	General Manager of Intan Multi Properti
Zulfa Sayuti G	Deputi General Manager Bidang Operasi dan Teknik	Deputy General Manager of Operation and Engineering
Marwah	Deputi General Manager Bidang Keuangan dan SDM	Deputy General Manager of Finance and Human Capital

### INTAN PESONA PARIWISATA

Nama Name	Jabatan	Position
Ilham Adha	General Manager Intan Pesona Pariwisata	General Manager of Intan Pesona Pariwisata
Diani V. Andriani Nangkah	Deputi General Manager Bidang Keuangan dan SDM	Deputy General Manager of Finance and Human Capital
Maximiliaan Rotinsulu	Deputi General Manager Bidang Operasi dan Teknik	Deputy General Manager of Operation and Engineering

### INTAN TIMUR MARITIM

Nama Name	Jabatan	Position
Adinovi Wahyudi	General Manager Intan Timur Maritim	General Manager of Intan Timur Maritim
Hardin Hasjim	Deputi General Manager Bidang Operasi dan Teknik	Deputy General Manager of Operation and Engineering

### INTAN TERMINAL PETIKEMAS INDONESIA TIMUR

Nama Name	Jabatan	Position
Jusuf Junus	General Manager Intan Terminal Petikemas Indonesia Timur	General Manager of Intan Terminal Petikemas Indonesia Timur
Alexander B.L. Sitorus	Deputi General Manager Bidang Operasi dan Teknik	Deputy General Manager of Operation and Engineering
Nona Hendriette Sepora	Deputi General Manager Bidang Keuangan dan SDM	Deputy General Manager of Finance and Human Capital

MARINE SERVICES		
Nama Name	Jabatan	Position
Jusuf Junus	Pts. General Manager SBU Marine Service	Acting General Manager of SBU Marine Service
Elisa Ade Siahaya	Deputi General Manager Keuangan dan SDM	Deputy General Manager of Finance and Human Capital

## Anak Perusahaan

## Subsidiary

PT EQUIPORT INTI INDONESIA		
Nama Name	Jabatan	Position
Jubliadi Patengke	Direktur Utama PT Equiport Inti Indonesia	President Director of PT Equiport Inti Indonesia
M. Anton Efendi	Direktur Operasi dan Pemasaran	Director of Operation and Marketing
Roy F.H. Simanjuntak	Direktur Keuangan dan Umum	Director of Finance and General Affairs

PT NUSANTARA TERMINAL SERVICE		
Nama Name	Jabatan	Position
Muhammad Basir	Direktur Utama PT Nusantara Terminal Service	President Director of PT Nusantara Terminal Service
Johan Daming	Direktur Operasi dan Pemasaran	Director of Operation and Marketing
Sutaryo	Direktur Keuangan dan Umum	Director of Finance and General Affairs

PT KALTIM KARIANGAU TERMINAL		
Nama Name	Jabatan	Position
Abdul Azis	Direktur Utama PT Kaltim Kariangau Terminal	President Director of PT Kaltim Kariangau Terminal
Sofyan	Direktur Operasi dan Pemasaran	Director of Operation and Marketing
Suherman	Direktur Keuangan dan Umum	Director of Finance and General Affairs



## Afiliasi Perusahaan

## Affiliation Company

PT INTAN SEJAHTERA UTAMA		
Nama Name	Jabatan	Position
Ikrar Saimun	General Manager	General Manager
Akhirman	Deputi General Manager Bidang Keuangan dan SDM	Deputy General Manager of Finance and Human Capital



## VISI DAN MISI

### Vision and Mission



## VISI VISION

**Menjadi perusahaan pengelola pelabuhan yang terintegrasi, berdaya saing tinggi dan bertaraf Internasional.**

**To become an integrated port management company that is highly competitive with international standards.**



## MISI MISSION

- Menjadi penggerak dan pendorong pertumbuhan ekonomi Indonesia Timur.
- Menyediakan Jasa kepelabuhan dan non-kepelabuhan (penunjang) yang terintegrasi dengan berorientasi pada kepuasan dan loyalitas pelanggan.
- Menciptakan transformasi untuk mendorong pengembangan profesional dan personal bagi kesejahteraan karyawan.
- Meningkatkan nilai tambah bagi Stakeholder internal dan eksternal secara berkelanjutan.
- Memaksimalkan nilai pemegang saham secara berkelanjutan (Shareholder).
- To be a driving force and driving force for economic growth in Eastern Indonesia.
- Providing port and non-port (support) services that are integrated with the orientation of customer satisfaction and loyalty.
- Creating transformation to encourage professional and personal development for employee welfare.
- Increase added value for internal and external stakeholders in a sustainable manner.
- Maximizing shareholder value in a sustainable manner



## REVIEW VISI DAN MISI OLEH DEWAN KOMISARIS DAN DIREKSI

Pada Tahun 2020, visi dan misi Pelindo IV telah di-review dan disetujui oleh dewan Komisaris dan direksi. Penetapan Visi dan misi, berdasarkan:

1. Peraturan Direksi nomor PD 33 Tahun 2016 tanggal 03 Oktober 2016 tentang Pelaksanaan Perencanaan Strategis di Lingkungan PT Pelabuhan Indonesia IV (Persero) dan Peraturan Direksi nomor PD 19 Tahun 2018 tanggal 13 Desember 2018 tentang Visi, Misi, Nilai-Nilai dan Tagline PT Pelabuhan Indonesia IV (Persero);
2. Visi dan Misi terdapat dalam RJPP (Rencana Jangka Panjang Perseroan) 2019-2023 disahkan oleh Dewan Komisaris dan Direksi, dan dikirim ke Menteri BUMN R.I sesuai dengan Surat nomor : 5/PR.003/I/DUT-2018, tanggal 12 Desember 2018 Perihal Permohonan Penetapan RJPP Tahun 2019-2023.

## VISION AND MISSION REVIEW BY BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS

In 2020, Pelindo IV's vision and mission have been reviewed and approved by the Board of Commissioners and the Board of Directors. Determination of the Vision and Mission based on:

1. Directors Regulation number PD 33 of 2016 dated October 3, 2016 concerning the Implementation of Strategic Planning in the Environment of PT Pelabuhan Indonesia IV (Persero) and Directors Regulation number PD 19 of 2018 dated December 13, 2018 concerning Vision, Mission, Values and Tagline of PT Pelabuhan Indonesia IV (Persero);
2. The vision and mission contained in the 2019-2023 RJPP (Long-Term Plan of the Company) was endorsed by the Board of Commissioners and the Board of Directors, and sent to the Minister of BUMN RI in accordance with Letter number: 5 / PR.003 / I / DUT-2018, December 12 , 2018 regarding Application for Establishment of RJPP for 2019-2023.





## NILAI-NILAI PERUSAHAAN

### Corporate Values

Dengan adanya beberapa perubahan di lingkungan bisnis Perseroan termasuk perubahan Nilai-Nilai Perseroan (core values) yang semula "GREAT" berubah menjadi "AKHLAK" sesuai dengan Rapat Umum Pemegang Saham. AKHLAK merupakan akronim dari Amanah, Kompeten, Harmonis, Loyal, Adaptif, Kolaboratif. Berdasarkan Surat Edaran Menteri Badan Usaha Milik Negara Nomor: SE-7/MBU/Q7/2020 tanggal 1 Juli 2020 Tentang Nilai-Nilai Utama (Core Values) Sumber Daya Manusia Badan Usaha Milik Negara. Penjelasan mengenai core values AKHLAK adalah sebagai berikut:

With the existence of several changes in the Company's business environment, including changes in the Company's values (core values) which were originally "GREAT" changed to "AKHLAK" according to the General Meeting of Shareholders. AKHLAK is an acronym for Amanah, Kompetent, Harmonious, Loyal, Adaptive, Collaborative. Based on the Circular of the Minister of State-Owned Enterprises Number: SE-7 / MBU / Q7 / 2020 dated July 1, 2020 concerning the Core Values of Human Resources of State-Owned Enterprises. The explanation regarding AKHLAK's core values is as follows:

# AKHLAK



## AMANAH

# A

**Kami memegang teguh kepercayaan yang diberikan.**

*We uphold the trust given.*

- |   |  |
|---|--|
| 1. Memenuhi janji dan komitmen.   | 1. Keep promises and commitments.                                    |
| 2. Bertanggung-jawab atas tugas, keputusan dan tindakan yang dilakukan hingga tuntas. | 2. Responsible for tasks, decisions and actions taken to completion. |
| 3. Berpegang teguh kepada nilai moral dan etika.                                      | 3. Stick to moral and ethical values.                                |



## KOMPETEN

# K

**Kami terus belajar dan mengembangkan kapabilitas.**

*We continue to learn and develop capabilities.*

- |   |  |
|---|--|
| 1. Meningkatkan kompetensi diri untuk menjawab tantangan yang selalu berubah. | 1. Improve self-competence to respond to ever-changing challenges. |
| 2. Membantu orang lain untuk belajar  | 2. Help others to learn  |
| 3. Menyelesaikan tugas dengan kualitas terbaik.                               | 3. Complete tasks of the highest quality.                          |





# H



## HARMONIS

**Kami saling Peduli dan menghargai perbedaan.**

We care for each other and value differences.

- |   |   |
|---|---|
| 1. Menghargai setiap orang apapun latar belakangnya           | 1. Respect everyone regardless of their background        |
| 2. Saling membantu dan mendukung untuk kepentingan Perusahaan | 2. Mutual help and support for the benefit of the Company |
| 3. Membangun lingkungan kerja yang kondusif                   | 3. Build a conducive work environment                     |

# L



## LOYAL

**Kami berdedikasi dan mengutamakan kepentingan Bangsa dan Negara.**

We are dedicated and put the interests of the Nation and the State first.

- |  |  |
|--|--|
| 1. Menjaga nama baik sesama pekerja, pimpinan, BUMN dan Negara               | 1. Maintain the good name of fellow workers, leaders, BUMN and the State |
| 2. Rela berkorban untuk mencapai tujuan yang lebih besar.                    | 2. Willing to sacrifice to achieve a greater goal.                       |
| 3. Patuh kepada pimpinan sepanjang tidak bertentangan dengan hukum dan etika | 3. Obey the leadership as long as it is not against the law and ethics   |

# A



## ADAPTIF

**Kami terus berinovasi dan antusias dalam meggerakkan ataupun menghadapi perubahan.**

We continue to innovate and are enthusiastic in moving or facing change.

- |  |   |
|--|---|
| 1. Cepat menyesuaikan diri untuk menjadi lebih baik.                   | 1. Quickly adjust to be better.   |
| 2. Terus-menerus melakukan perbaikan mengikuti perkembangan teknologi. | 2. Continuously making improvements to keep up with technological developments. |
| 3. Bertindak proaktif  | 3. Be proactive   |

# K



## KOLABORATIF

**Kami membangun kerja sama yang sinergis.**

We build synergistic cooperation.

- |  |  |
|--|--|
| 1. Memberi kesempatan kepada berbagai pihak untuk berkontribusi        | 1. Provide opportunities for various parties to contribute   |
| 2. Terbuka dalam bekerja sama untuk menghasilkan nilai tambah          | 2. Be open in working together to generate added value       |
| 3. Menggerakkan pemanfaatan berbagai sumber daya untuk tujuan bersama. | 3. Mobilizing the use of various resources for common goals. |

## KOMPOSISI PEMEGANG SAHAM

### Shareholder Composition



Keseluruhan saham PT Pelindo IV (Persero) dimiliki oleh Pemerintah Republik Indonesia, dan berdasarkan Peraturan Pemerintah Indonesia (PP) No.59, tanggal 19 Oktober 1991, tentang Pengalihan Bentuk Perseroan Umum (Perum) Pelabuhan IV menjadi Perseroan Terbatas.

The total shares of PT Pelindo IV (Persero) are owned by the Government of the Republic of Indonesia, and based on Indonesian Government Regulation (PP) No. 59, dated October 19, 1991, concerning the Transformation of Form of Public Company (Perum) Port IV into Limited Liability Company.



# INFORMASI PEMEGANG SAHAM LAINNYA

## Other Shareholder Information

### KOMPOSISI 20 PEMEGANG SAHAM TERBESAR

Sampai dengan 31 Desember 2020, Pelindo IV merupakan Badan Usaha Milik Negara yang sahamnya dimiliki oleh Pemerintah Republik Indonesia. Dengan demikian, tidak terdapat informasi mengenai komposisi 20 (dua puluh) pemegang saham terbesar.

### COMPOSITION OF 20 LARGEST SHAREHOLDERS

As of December 31, 2020, Pelindo IV is a state-owned company whose shares are owned by the Government of the Republic of Indonesia. Therefore, there is no information regarding the composition of the 20 (twenty) largest shareholders.

### KOMPOSISI PEMEGANG SAHAM 5% ATAU LEBIH

Sampai dengan 31 Desember 2020, Pelindo IV merupakan Badan Usaha Milik Negara yang sahamnya dimiliki oleh Pemerintah Republik Indonesia. Informasi mengenai komposisi pemegang saham 5% atau lebih perusahaan telah dijelaskan pada uraian komposisi pemegang saham.

### SHAREHOLDERS COMPOSITION OF 5% OR MORE

As of December 31, 2020, Pelindo IV is a state-owned company whose shares are owned by the Government of the Republic of Indonesia. Information regarding the composition of shareholders of 5% or more of the company has been explained in the description of the composition of shareholders.

### KELOMPOK PEMEGANG SAHAM MASYARAKAT KURANG DARI 5%

Sampai dengan 31 Desember 2020, Pelindo IV merupakan Badan Usaha Milik Negara yang sahamnya dimiliki oleh Pemerintah Republik Indonesia. Informasi mengenai komposisi pemegang saham 5% atau lebih perusahaan telah dijelaskan pada uraian komposisi pemegang saham.

### COMMUNITY SHAREHOLDERS GROUP LESS THAN 5%

As of December 31, 2020, Pelindo IV is a state-owned company whose shares are owned by the Government of the Republic of Indonesia. Information regarding the composition of shareholders of 5% or more of the company has been explained in the description of the composition of shareholders.

### KEPEMILIKAN SAHAM DEWAN KOMISARIS DAN DIREKSI

Direksi maupun Dewan Komisaris tidak mempunyai kepemilikan saham atas Pelindo IV. Kepemilikan saham seluruhnya dimiliki oleh Pemerintah Republik Indonesia, tidak menyajikan rincian anggota Direksi atau Dewan Komisaris yang memiliki saham langsung maupun tidak langsung.

### SHARE OWNERSHIP OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS

The Board of Directors and the Board of Commissioners do not have share ownership in Pelindo IV. Share ownership is entirely owned by the Government of the Republic of Indonesia, so there are no details about the members of the Board of Directors or the Board of Commissioners who own shares, either directly or indirectly.



# DAFTAR ENTITAS ANAK DAN/ATAU ENTITAS ASOSIASI

## List of Subsidiaries and / or Associated Entities

<p><b>ANAK PERUSAHAAN</b> SUBSIDIARY <b>PT KARIANGAU KALTIM TERMINAL</b></p>	<p><b>TAHUN OPERASI KOMERSIAL</b> COMMERCIAL OPERATION YEARS <b>2012</b></p>	<p><b>KEPEMILIKAN SAHAM</b> SHAREHOLDING <b>50%</b></p>
<p><b>LOKASI</b> LOCATION <b>BALIKPAPAN, KALIMANTAN TIMUR</b></p>	<p><b>BIDANG USAHA</b> BUSINESS FIELDS <b>TERMINAL PETI KEMAS</b></p>	<p><b>TANGGAL PENDIRIAN</b> ESTABLISHMENT DATE <b>8 FEBRUARI/ FEBRUARY 2012</b></p>
<p><b>ANAK PERUSAHAAN</b> SUBSIDIARY <b>PT EQUIPORT INTI INDONESIA</b></p>	<p><b>TAHUN OPERASI KOMERSIAL</b> COMMERCIAL OPERATION YEARS <b>2012</b></p>	<p><b>KEPEMILIKAN SAHAM</b> SHAREHOLDING <b>95%</b></p>
<p><b>LOKASI</b> LOCATION <b>MAKASSAR, SULAWESI SELATAN</b></p>	<p><b>BIDANG USAHA</b> BUSINESS FIELDS <b>JASA MAINTENANCE</b></p>	<p><b>TANGGAL PENDIRIAN</b> ESTABLISHMENT DATE <b>16 JANUARI/ JANUARY 2012</b></p>
<p><b>ANAK PERUSAHAAN</b> SUBSIDIARY <b>PT NUSANTARA TERMINAL SERVICES</b></p>	<p><b>TAHUN OPERASI KOMERSIAL</b> COMMERCIAL OPERATION YEARS <b>2013</b></p>	<p><b>KEPEMILIKAN SAHAM</b> SHAREHOLDING <b>99%</b></p>
<p><b>LOKASI</b> LOCATION <b>MAKASSAR, SULAWESI SELATAN</b></p>	<p><b>BIDANG USAHA</b> BUSINESS FIELDS <b>BONGKAR MUAT</b></p>	<p><b>TANGGAL PENDIRIAN</b> ESTABLISHMENT DATE <b>11 OKTOBER 2013</b></p>





## PT EQUIPORT INTI INDONESIA

PT Equiport Inti Indonesia didirikan berdasarkan Akta No. 69 dari Yenny Himawan, S.H., M.Kn di Surabaya tanggal 16 Januari 2012. Anggaran Dasar telah mendapat pengesahan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia Nomor AHU-11047. AH.01.01 tahun 2012, tanggal 29 Februari 2012.

### TEMPAT DAN KEDUDUKAN

PT Equiport Inti Indonesia berkantor Pusat di Plaza Intan, Jalan H.I.A Saleh Dg. Tompo No.11, Losari, Kec. Ujung Pandang, Kota Makassar, Sulawesi Selatan 90113

### MAKSUD DAN TUJUAN PENDIRIAN

Melaksanakan kegiatan Pengusahaan di Pelabuhan, yang bertujuan untuk meraih keuntungan dan meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

PT Equiport Inti Indonesia was established based on Deed No. 69 from Yenny Himawan, S.H., M.Kn in Surabaya dated January 16, 2012. The Articles of Association were approved by the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-11047. AH.01.01 in 2012, dated February 29, 2012.

### PLACE AND POSITION

PT Equiport Inti Indonesia is headquartered at Plaza Intan, H.I.A Saleh Dg. Tompo Street No.11, Losari, Ujung Pandang District, Makassar City, South Sulawesi 90113

### PURPOSE OF ESTABLISHMENT

Carrying out Concession activities at the Port, which aim to gain profits and increase the value of the Company by applying the principles of Limited Liability Companies.

Susunan Pemegang Saham Shareholders Composition			
Pemegang Saham Shareholders	Jumlah Saham Number of shares	Nilai Nominal Nominal Value	Kepemilikan Ownership
PT Pelabuhan Indonesia IV (Persero)	28.050	18.050.000.000	99,3%
Kopkar PT Pelindo IV (Persero)	200	200.000.000	0,07%
Total	28.250	28.250.000.000	100%

### BIDANG/KEGIATAN USAHA

#### Kegiatan Usaha Sesuai Anggaran Dasar

Kegiatan usaha sesuai anggaran Dasar perusahaan untuk memenuhi maksud dan tujuannya pada tahun 2020 adalah:

- Penyediaan dan/atau pengadaan peralatan Bongkar muat Pelabuhan
- Pemeliharaan Peralatan Bongkar Muat Pelabuhan
- Penyediaan Operator dan Pengoperasian Peralatan Bongkar muat Pelabuhan
- Penyewaan alat
- Pelayanan Terminal
- Pengoperasian Inland Container Depo

### BUSINESS ACTIVITIES

#### Business Activities in Accordance with the Articles of Association

Business activities in accordance with the company's articles of association to fulfill the aims and objectives in 2020 were:

- Provision and / or procurement of loading and unloading equipment
- Maintenance of Port Loading and Unloading Equipment
- Provision of Port Loading and Unloading Equipment Operators and Operations
- Tool rental
- Terminal Services
- Operation of Inland Container Depo

## Kegiatan Usaha Yang Dijalankan

Kegiatan usaha yang dijalankan saat ini oleh PT Equiport Inti Indonesia adalah:

- Jasa Service Charge/ Utilitas
- Jasa Rupa-Rupa
- Jasa Tenaga Kerja
- Jasa Konsultan/Kontraktor

## Business activities

Current business activities of PT Equiport Inti Indonesia are:

- Service Charge / Utility Services
- Visual Services
- Labor Services
- Consultant / Contractor Services



## PT KALTIM KARIANGAU TERMINAL

PT Kaltim Kariangau Terminal atau PT KKT, didirikan berdasarkan Kesepakatan Bersama Pembangunan, Pembentukan Perusahaan Patungan dan Pengoperasian Terminal Petikemas Kariangau Pelabuhan Balikpapan antara Pemerintah Provinsi Kalimantan Timur dengan PT Pelabuhan Indonesia IV (Persero) No. 119/3065/Pem.D/IV/2008 dan No. 17/KB.305/1/DT-2008, tanggal 4 April 2009, kemudian dilanjutkan dengan Perjanjian Pendirian usaha Patungan antara Pemerintah Provinsi Kalimantan Timur dengan PT Pelabuhan Indonesia IV (Persero) No. 119/2948/BKPW.a/2009 - 17/KB.305/1/2009, tanggal 24 Maret 2009. Selanjutnya dikuatkan dengan Akta Pendirian No. 22, tanggal 8 Februari 2012 oleh Notaris Hasanuddin, S.H., M.Hum., M.Kn, Notaris di Samarinda dan telah mendapat persetujuan dari menteri hukum dan Hak Asasi Manusia Republik Indonesia No. AHU-15483.AH.01.01 Tahun 2012, tanggal 26 Maret 2012.

### MAKSUD DAN TUJUAN PENDIRIAN

Melaksanakan kegiatan Pengusahaan di Pelabuhan, yang bertujuan untuk meraih keuntungan dan meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

PT Kaltim Kariangau Terminal or PT KKT was established based on the Joint Development Agreement, Establishment of a Joint Venture Company and Operation of the Kariangau Container Terminal at Balikpapan Port between the East Kalimantan Provincial Government and PT Pelabuhan Indonesia IV (Persero) No. 119/3065 / Pem.D / IV / 2008 and No. 17 / KB.305 / 1 / DT-2008, dated April 4, 2009 then continued with the Agreement on the Establishment of a Joint Venture between the Provincial Government of East Kalimantan and PT Pelabuhan Indonesia IV (Persero) No. 119/2948 / BKPW.a / 2009 - 17 / KB.305 / 1/2009, dated March 24, 2009 and subsequently confirmed by the Deed of Establishment No. 22, dated February 8, 2012 by Notary Hasanuddin, S.H., M.Hum., M.Kn, Notary in Samarinda and has received approval from the Minister of Law and Human Rights of the Republic of Indonesia No. AHU-15483. AH.01.01 Year 2012, dated March 26, 2012.

### PURPOSE AND OBJECTIVES OF ESTABLISHMENT

Carrying out Concession activities at the Port to gain profit and increase the value of the Company by applying the principles of Limited Liability Companies.

Susunan Pemegang Saham Shareholders Composition				
Pemegang Saham Shareholders	Jumlah Saham Number of shares	Nilai Nominal Nominal Value	Kepemilikan Ownership	Informasi Tambahan Additional information
PT Pelabuhan Indonesia IV (Persero)	125	62.500.000	50%	Provide 72.5 ha lands
Perusda Melati Bhakti SATYA (MBS)	125	62.500.000	50%	
Total	250	125.000.000	100%	

## BIDANG/KEGIATAN USAHA

### Kegiatan usaha sesuai anggaran Dasar

Kegiatan usaha sesuai anggaran Dasar perusahaan untuk memenuhi maksud dan tujuannya pada tahun 2020 adalah:

1. Kegiatan usaha utama
  - Penyediaan dan/atau pelayanan dermaga dan fasilitas lain untuk tambat, bongkar muat petikemas dan barang termasuk kendaraan; Penyediaan dan/atau pelayanan gudang-gudang lapangan penumpukan dan tangki/ tempat penimbun barang-barang alat bongkar muat, serta peralatan pelabuhan;
  - Penyediaan dan/atau pelayanan tanah untuk berbagai bangunan dan lapangan, industri dan gedung-gedung/bangunan yang berhubungan dengan kepentingan kelancaran pelayanan jasa kepelabuhanan;
  - Penyediaan dan/atau pelayanan listrik, air minum dan instalasi limbah serta pembuangan sampah;
  - Penyediaan dan/atau pelayanan jasa, pengisian BBM untuk kapal dan kendaraan di lingkungan pelabuhan;
  - Penyediaan dan/atau pelayanan kegiatan konsolidasi dan distribusi barang, termasuk kendaraan (Inland Container Depot (ICD), Cargo Distribution Center (CDC), Cargo Consolidation Center);
  - Pengusahaan dan penyelenggaraan depo, petikemas dan perbaikan, *cleaning*, fumigasi, serta pelayanan logistik.
2. Kegiatan usaha Penunjang
  - Jasa transportasi;
  - Jasa persewaan dan perbaikan fasilitas dan peralatan;
  - Jasa pemeliharaan peralatan dibidang kepelabuhanan;
  - Properti;
  - Tempat tunggu kendaraan bermotor;
  - Jasa pelayanan alih muat dari kapal ke kapal (ship to ship transfer) termasuk jasa ikutan lainnya;

## BUSINESS FIELD / ACTIVITIES

### Business activities in accordance with the Articles of Association

Business activities in accordance with the Company's Articles of Association to fulfill the aims and objectives in 2020 were:

1. Main business activities
  - Provision and / or service of wharves and other facilities for mooring, loading and unloading of containers and goods, including vehicles; Provision and / or service of stockpile fields and tanks / storage places for loading and unloading goods, as well as port equipment;
  - Provision and / or land services for various buildings and fields, industries and buildings / buildings related to the smoothness of port services;
  - Provision and / or services for electricity, drinking water and sewage installations as well as waste disposal;
  - Provision and / or services, refueling fuel for ships and vehicles in the port environment;
  - Provision and / or services for the consolidation and distribution of goods, including vehicles (Inland Container Depot (ICD), Cargo Distribution Center (CDC), Cargo Consolidation Center);
  - Depot, container and repair operations, *cleaning*, fumigation, and logistics services.
2. Supporting business activities
  - Transportation services;
  - Rental and repair services for facilities and equipment;
  - Equipment maintenance services in the port sector;
  - Property;
  - Motor vehicle waiting areas;
  - Ship to ship transfer services including other follow-up services;

- Kawasan industri;
- Jasa konsultan dan surveyor kepelabuhanan;
- Jasa komunikasi dan informasi;
- Jasa forwarding/ekspedisi;
- Jasa keagenan kapal;
- Jasa tally;
- Jasa pas pelabuhan;
- Jasa timbangan;
- Jasa-jasa yang terkait dengan jasa kepelabuhanan dan jasa kemaritiman.

- Industrial area;
- Port consultant and surveyor services;
- Communication and information services;
- Forwarding / expedition services;
- Ship agency services;
- Tally service;
- Port pass services;
- Weighing services;
- Services related to port and maritime services.

### Kegiatan Usaha Yang Dijalankan

Kegiatan usaha yang dijalankan saat ini oleh PT Kaltim Kariangau Terminal adalah:

- Jasa Kapal
- Non Petikemas
- Petikemas Internasional
- Petikemas Domestik
- Jasa Sewa Lahan dan Bangunan/Bagian dari Bangunan (Properti Investasi)
- Jasa Pemakaian Aset Non Properti Investasi
- Jasa listrik, Power Plan dan Air

### Business Activities

Current business activities of PT Kaltim Kariangau Terminal are:

- Ship Services
- Non Container
- International Container
- Domestic Container
- Land and Building Rental Services / Parts of Buildings (Investment Properties)
- Non-Investment Property Asset Usage Services
- Electrical services, Power Plan and Water



## PT NUSANTARA TERMINAL SERVICES

PT Nusantara Terminal Services didirikan berdasarkan akta pendirian yang dibuat dengan Akta Notaris Nanda Fauz Iwan, S.H., M.Kn, nomor 3 tanggal 11 Oktober 2013, Jo. Akta Notaris Sitti Nurul Asmi, SH, Nomor 2 tanggal 11 September 2014, sebagaimana telah diubah terakhir dengan Akta Notaris Nanda Fauzi Iwan, SH, M.Kn Nomor 9 tanggal 11 Desember 2015.

PT Nusantara Terminal Services was established based on the deed of establishment made by Deed of Notary Nanda Fauz Iwan, S.H., M.Kn, No. 3 dated October 11, 2013, Jo. Notary Deed of Sitti Nurul Asmi, SH, No. 2 dated September 11, 2014, as lastly amended by the Notary Deed of Nanda Fauzi Iwan, SH, M.Kn No. 9 dated December 11, 2015.

### MAKSUD DAN TUJUAN PENDIRIAN

Melaksanakan kegiatan Perusahaan Bongkar muat, yang bertujuan untuk mendukung kegiatan PT Pelabuhan Indonesia IV (Persero) dalam meraih pasar khususnya bongkar muat dan meningkatkan kinerja juga produktifitas yang tinggi dalam meraih keuntungan dan meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip Perseroan Terbatas.

### PURPOSE AND PURPOSE OF ESTABLISHMENT

Carrying out loading and unloading company activities to support the activities of PT Pelabuhan Indonesia IV (Persero) in reaching the market, especially loading and unloading, improving performance and productivity to gain profits and increasing the value of the Company by applying the principles of Limited Liability Companies.



Susunan Pemegang Saham Shareholders Composition			
Pemegang Saham Shareholders	Jumlah Saham Number of shares	Nilai Nominal Nominal Value	Kepemilikan Ownership
PT Pelabuhan Indonesia IV (Persero)	60.240	60.240.000.000	99.16%
Koperasi Karyawan Pelindo IV	510	510.000.000	0.84%
<b>Total</b>	<b>60.750</b>	<b>60.750.000.000</b>	<b>100%</b>

## BIDANG/KEGIATAN USAHA

### Kegiatan usaha sesuai anggaran dasar

Kegiatan usaha sesuai anggaran Dasar perusahaan adalah:

- Bongkar Muat dari dan ke kapal, meliputi kegiatan *stevedoring, cargodoring, receiving/delivery*;
- Usaha Angkutan Multimoda;
- Keagenan Kapal;
- Pelayaran;
- Marine Services;
- Properti;
- Pertambangan,
- Kegiatan usaha lain yang terkait atau menunjang kegiatan usaha utama, sebagaimana dimaksud tetapi tidak terbatas pada kegiatan ekspedisi muatan kapal laut yang meliputi jasa pengurusan transportasi dan menyelenggarakan kegiatan usaha termasuk pelayanan terminal pelabuhan, pelayanan bongkar muat, penyediaan tenaga operator alat, pengoperasian alat dan penyewaan alat.

### Kegiatan Usaha Yang Dijalankan

Kegiatan usaha yang dijalankan saat ini oleh PT Nusantera Terminal Services adalah:

- Segmen Pelabuhan
  - a. Jasa Pelayanan Non Petikemas
  - b. Jasa Kepelabuhanan lainnya
  - c. Jasa Pemakaian Aset Non Properti investasi
- Segmen Logistik
  - a. Jasa Pelayanan Logistik/ Konsolidasi Distribusi barang dan Jasa Forwarding
- Segmen Usaha lainnya
  - a. Jasa Rupa-Rupa
- Jasa Tenaga Kerja
  - a. Jasa Paket Pekerja
  - b. Jasa Pengamanan
  - c. Jasa CS

## FIELD / BUSINESS ACTIVITIES

### Business activities according to the articles of association

Business activities in accordance with the company's articles of association are:

- Loading and unloading from and to ships, including *stevedoring, cargodoring, receiving / delivery*;
- Multimodal Transport Business;
- Ship Agency;
- Shipping;
- Marine Services;
- Property;
- Mining,
- Other business activities related to or supporting main business activities, as referred to but not limited to shipping cargo expedition activities, which include transportation management services and conducting business activities including port terminal services, loading and unloading services, and provision of equipment operators, and operation and rental tool.

### Business Activities

Current business activities of PT Nusantera Terminal Services are:

- Port segment
  - a. Non Container Services
  - b. Other Port Services
  - c. Investment Non Property Asset Usage Services
- Logistics Segment
  - a. Logistics Services / Consolidation Distribution of goods and Forwarding Services
- Other Business Segments
  - a. Visual Services
- Labor Services
  - a. Work Package Services
  - b. Security Services
  - c. CS services

# STRUKTUR GRUP PERUSAHAAN

## Company Group Structure



## KRONOLOGIS PENCATATAN SAHAM

### Chronology of Share Listing

Hingga akhir tahun 2020, Perseroan belum melakukan pencatatan saham dan efek lainnya, sehingga informasi terkait hal tersebut tidak dapat disajikan dalam laporan tahunan ini.

Until the end of 2020, the Company has not recorded shares and other securities, so information related to this cannot be presented in this annual report.

## KRONOLOGIS PENCATATAN EFEK

## CHRONOLOGY OF SECURITIES LISTING

Timeline Penerbitan Obligasi Pelindo IV (Persero) Pelindo IV (Persero) Bond Issuance Timeline		
Keterangan	Information	Tanggal Date
Kick Off Meeting	Kick Off Meeting	14-Mar-18
Registrasi KSEI	KSEI Registration	03-Apr-18
Penandatanganan Perjanjian-perjanjian dan dokumen registrasi ke OJK	Signing of agreements and registration documents to OJK	12-Apr-18
PENDAFTARAN KE BEI dan OJK (Registrasi I)	REGISTRATION TO IDX and OJK (Registration I)	13-Apr-18
Analyst Meeting	Analyst Meeting	20-Apr-18
Site Visit oleh BEI (jika ada)	Site Visit by IDX (if any)	26-Apr-18
Permintaan Penjelasan BEI	Request for Explanation of IDX	26-Apr-18
Submit Jawaban atas Permintaan Penjelasan BEI	Submit Answers to Requests for Explanation of IDX	30-Apr-18
Permintaan Perubahan/Tambahan Informasi OJK I	Request for Amendment / Additional Information for OJK I	25-Apr-18
Penandatanganan Perjanjian BEI	Signing of the IDX Agreement	3-May-18
Penandatanganan semua dokumen Reg II ke OJK	Signing of all Reg II documents to OJK	7-May-18
Jawaban atas Permintaan Perubahan/Tambahan Informasi I (Registrasi II)	Answer to Request for Amendment / Additional Information I (Registration II)	8-May-18
IJIN MENERBITKAN PROSPEKTUS RINGKAS DAN BOOKBUILDING DARI OJK	PERMITS TO PUBLISH SHORT AND BOOKBUILDING PROSPECTUS FROM OJK	21-May-18
Prospektus Ringkas di koran	Brief Prospectus in the paper	22-May-18
Penentuan kisaran bunga	Determination of the range of interest	22-May-18
PUBLIC EXPOSE	PUBLIC EXPOSE	25-May-18
Bookbuilding dimulai	Bookbuilding starts	22-May-18
Bookbuilding selesai	Bookbuilding is complete	05-Jun-18
Penentuan tingkat bunga final	Final interest rate determination	05-Jun-18
Penentuan struktur final	Determination of final structure	06-Jun-18
Penandatanganan addendum perjanjian dan dokumen Registrasi-III ke OJK	Signing of the agreement addendum and Registration-III document to OJK	07-Jun-18
Penyampaian Informasi Harga dan Keterbukaan Lain ke OJK (Registrasi III)	Submission of Price Information and Other Openness to OJK (Registration III)	08-Jun-18
EFEKTIF DARI OJK	EFFECTIVE FROM OJK	28-Jun-18
Perbaikan dan/atau Tambahan Informasi di koran	Repair and / or Additional Information in the newspaper	29-Jun-18
Penawaran Umum - mulai	Public Offering - start	29-Jun-18
Penawaran Umum - selesai	Public Offering - complete	29-Jun-18
Penjatahan	Rationing	02-Jul-18
Pembayaran dari investor ke Penjamin Pelaksana Emisi	Payments from investors to the Managing Underwriter	03-Jul-18
PEMBAYARAN DARI PENJAMIN PELAKSANA EMISI KE EMITEN	PAYMENT OF GUARANTEE OF EMISSION IMPLEMENTATION TO EMITENT	04-Jul-18
Distribusi obligasi secara Elektronik - di KSEI	Electronic bond distribution - at KSEI	04-Jul-18
Pencatatan di BEI	Listing on the IDX	05-Jul-18
Laporan Manajer Penjatahan dan Laporan Hasil Penawaran Umum	Allotment Manager Report and Public Offering Results Report	06-Jul-18
Laporan Audit Penjatahan	Allotment Audit Report	27-Jul-18

## NAMA LEMBAGA DAN PROFESI PENUNJANG PASAR MODAL

### Name of Capital Market Supporting Institutions and Professionals



#### PENJAMIN PELAKSANA EMISI OBLIGASI

##### Joint Bookrunners

##### **BNI Sekuritas**

Alamat : Sudirman Plaza Indofood Tower Lt. 16

Address Jl. Jend. Sudirman Kav. 76-78

Telp : (021) 2554-3946

##### **Indo Premier Sekuritas**

Alamat : Wisma GKBI 7/F Suite 718

Address Jl. Jend. Sudirman No. 28

Telp : +62 (21) 5793-1200

##### **CIMB Sekuritas**

Alamat : Gedung Bursa Efek Indonesia, Tower II Lt. 20

Address Jl. Jend. Sudirman Kav. 52-53

Telp : +62 21 515 1330

##### **Mandiri Sekuritas**

Alamat : Menara Mandiri 1 Lt. 24 - 25

Address Jl. Jend. Sudirman Kav. 54 - 55,

Telp : (62-21) 526 3445

##### **Danareksa Sekuritas**

Alamat : Gedung Danareksa

Address Jl. Medan Merdeka Selatan no. 14,

Telp : (+62-21) 29-555-777; 29-555-888



#### KONSULTAN HUKUM

##### Law Consultant

##### **Assegaf Hamzah & Partner**

Alamat : Capital Place, Level 36 & 37

Address Jl. Jenderal Gatot Subroto Kav. 18

Phone : +62 21 2555 7800

#### KANTOR AKUNTAN PUBLIK

##### Public Accounting Firm

##### **Djoko sidik & Indra**

Alamat : Graha Mandiri Lt. 19

Address Jl. Imam Bonjol No. 61

Telp : (021) 39838734



#### NOTARIS

##### Notary Public

##### **Nanette Cahyanie Handari Adi Warsito SH, Mkn**

Alamat : Jl. Pondok Hijau II No.42

Address Pondok Pinang, Jakarta Selatan

#### OTORITAS JASA KEUANGAN

##### Financial Services Authority

Alamat : Gedung Soemitro Djojohadikusumo

Address Jl. Lapangan Banteng Timur 2-4, Jakarta

Telp : (021) 2960 0000





## **BURSA EFEK INDONESIA** Indonesia Stock Exchange

**Alamat** : Gedung Bursa Efek Indonesia, Tower 1, Lantai 6  
**Address** Jl. Jend. Sudirman Kav 52-53, Jakarta Selatan 12190



## **KUSTODIAN SENTRAL EFEK INDONESIA** Indonesian Securities Central Custodian

**Alamat** : Gedung Bursa Efek Indonesia, Tower 1, Lt. 5  
**Address** Jl. Jend. Sudirman kav. 52-53, Jakarta 12190



## **LEMBAGA PEMERINGKAT** Rating Agency

**PT Pemeringkat Efek Indonesia**  
**Alamat** : Panin Tower Senayan City, 17th Floor  
**Address** Jl. Asia Afrika Lot.19, Jakarta 10270, Indonesia  
**Telp** : 62-21-7278-2380



## INFORMASI PADA WEBSITE PERUSAHAAN

Information on the Company Website



Perseroan senantiasa melakukan pemutakhiran saluran komunikasi melalui website, dalam rangka meningkatkan kualitas komunikasi Perseroan, terutama terkait dengan transparansi pada para Pemangku Kepentingan.

The Company constantly updates its communication channels through the website, in order to improve the quality of the Company's communications, especially related to transparency of the Stakeholders.



[www.inaport4.co.id](http://www.inaport4.co.id)



Penyediaan website ini merupakan salah satu komitmen Pelindo IV yang secara konsisten menerapkan Undang-Undang Nomor 14 Tahun 2008 tentang Keterbukaan Informasi Publik (KIP) yang mengharuskan Badan Publik termasuk Badan Usaha Milik Negara (BUMN) untuk menyajikan informasi yang diperuntukkan bagi kepentingan publik.

Selain itu, untuk menerapkan prinsip keterbukaan dalam pengelolaan perusahaan, Perseroan mengadopsi peraturan-peraturan terkait yang ada, walaupun peraturan tersebut bukan merupakan sebuah kewajiban bagi Perseroan. Salah satu peraturan yang diadopsi terkait keterbukaan dalam penyampaian informasi perusahaan adalah Peraturan OJK No. 8/POJK.04/2015 tentang Situs Web Emiten atau Perusahaan Publik.

Perseroan menggunakan website sebagai media untuk menyampaikan beragam informasi dan berupaya untuk memenuhi peraturan yang berlaku terkait penyampaian informasi pada website. Website Perseroan memiliki link laporan Tahunan pada menu "Information" yang dapat diunduh oleh publik dimana dalam laporan tahunan Perseroan terdapat informasi terkait komposisi pemegang saham, struktur grup, analisa kinerja keuangan dan laporan keuangan. Di dalam website Perseroan juga terdapat informasi terkait profil Dewan Komisaris dan Direksi pada menu "about us" lalu masuk dalam menu "manajemen".

Berdasarkan pemaparan keterbukaan informasi kepada *public* diatas, Pelindo IV telah memenuhi pedoman sebagaimana telah diatur oleh Peraturan OJK (POJK) No. 8/POJK.04/2015 mengenai Perusahaan Terbuka harus memiliki suatu kebijakan komunikasi dengan Pemegang Saham atau investor. Selain itu, Perusahaan Terbuka mengungkapkan kebijakan komunikasi Perusahaan Terbuka dengan pemegang saham atau investor dalam Situs Perusahaan. Pelindo IV telah memenuhi pedoman ini dan tersedia di situs web Perusahaan.

The provision of this website is one of Pelindo IV's commitments which consistently applies Law Number 14 of 2008 concerning Public Information Openness (KIP) which requires Public Entities including State-Owned Enterprises (BUMN) to present information intended for the public interest.

In addition, to apply the principle of openness in managing the company, the Company has adopted the existing related regulations, even though these regulations are not an obligation for the Company. One of the regulations adopted regarding the disclosure of company information is OJK Regulation No. 8 / POJK.04 / 2015 regarding Website of Issuers or Public Companies.

The Company uses the website as a medium to convey a variety of information and strives to comply with applicable regulations regarding the *delivery* of information on the website. The Company's website has a link to the Annual Report on the "Information" menu which can be downloaded by the public where the Company's annual report contains information regarding the composition of shareholders, group structure, financial performance analysis and financial reports. The Company's website also contains information related to the profiles of the Board of Commissioners and Directors on the "about us" menu and then enter the "management" menu.

Based on the above disclosure of information disclosure to the public, Pelindo IV has met the guidelines as stipulated by OJK Regulation (POJK) No. 8 / POJK.04 / 2015 regarding Public Companies must have a communication policy with shareholders or investors. In addition, the Public Company discloses the communication policy of the Public Company with shareholders or investors on the Company Website. Pelindo IV has complied with these guidelines and is available on the Company's website.



## PERLINDUNGAN TERHADAP INVESTOR

### Investor Protection

Berdasarkan Peraturan OJK (POJK) No. 8/POJK.04/2015, Pelindo IV harus memiliki kebijakan untuk mencegah terjadinya insider trading. Pelindo IV telah memenuhi pedoman ini sebagaimana diatur dalam berbagai kebijakan GCG dan etika bisnis Perusahaan. Kemudian mengenai Perusahaan Terbuka memiliki kebijakan tentang pemenuhan hak-hak kreditur. Perseroan menghormati hak-hak dan kewajiban kreditur dan mengedepankan musyawarah untuk mufakat dalam pelaksanaannya dan diungkapkan dalam halaman ..... dari Laporan Tahunan.

Based on OJK Regulation (POJK) No. 8 / POJK.04 / 2015, Pelindo IV must have a policy to prevent insider trading. Pelindo IV has complied with these guidelines as stipulated in various GCG policies and the Company's business ethics. The Public Company has policies regarding the fulfillment of creditors' rights. The Company respects the rights and obligations of creditors and puts forward deliberation to reach a consensus in its implementation and is disclosed on page 375 of the Annual Report.



## NAMA DAN ALAMAT ENTITAS ANAK DAN/ATAU KANTOR CABANG

Name and Address of Subsidiaries and / or Branch Offices

ENTITAS ANAK Subsidiary

**PT KALTIM KARIANGAU TERMINAL**

JL. PULAU BALANG KM 13 NO. 1, KARIANGAU, BALIKPAPAN, KALIMANTAN TIMUR.

**PT EQUIPORT INTI INDONESIA**

PLASA INTAN PT PELINDO IV (PERSERO)  
JL. H.I.A SALEH DG. TOMPO NO.11 (EKS.JL.DURIAN) MAKASSAR 90112

**PT NUSANTARA TERMINAL SERVICES**

PLASA INTAN PT PELINDO IV (PERSERO)  
JL. H.I.A SALEH DG. TOMPO NO.11 (EKS.JL.DURIAN) MAKASSAR 90112

KANTOR CABANG Branch Office

NO	NAMA CABANG Branch Name	ALAMAT ADDRESS
PROVINSI KALIMANTAN TIMUR/ EAST KALIMANTAN PROVINCE		
1	Cabang Balikpapan <b>Balikpapan Branch</b>	Jln. Yos Sudarso No.30 Balikpapan. Telp. (0542) 422246, 426061, 731224. Fax. (0542) 731227. Email: balikpapan@pelabuhan4.co.id. Website: www.pelindo4bpp.co.id.
2	Cabang Samarinda <b>Samarinda Branch</b>	Jln. Niaga Timur No.130 Samarinda. Telp. (0541) 741615, 744935. Fax. (0541) 741092. Email: samarinda@pelabuhan4.co.id.
3	Cabang Bontang & Lhoktuan <b>Bontang &amp; Lhoktuan Branch</b>	Jln. Ir. H. Djuanda No.1 Tanjung Laut Bontang. Telp. (0548) 22787. Fax. (0548) 23490. Email: bontang@pelabuhan4.co.id
4	UPK Sengata <b>UPK Sengata</b>	Kantor Marine Departemen, Sengata. Telp. (0549) 525080, 525076. Fax. (0549) 525054. Email: sengata@pelabuhan4.co.id

NO	NAMA CABANG Branch Name	ALAMAT ADDRESS
5	Cabang Tanjung Redeb Tanjung Redeb Branch	Jln. Pangeran Antasari No.1 Pelabuhan Umum, Berau-Tanjung Redeb. Telp. (0554) 24004. Fax. (0554) 24004, 21160. Email: tanjungredeb@pelabuhan4.co.id
<b>PROVINSI KALIMANTAN UTARA/ PROVINCE OF NORTH KALIMANTAN</b>		
6	Cabang Tarakan Tarakan Branch	Jln. Yos Sudarso No.9 Tarakan 77126. Telp. (0551) 21527, 22142, 24437, 24037, 24149. Fax. (0551) 21528. Email: tarakan@pelabuhan4.co.id
7	Cabang Nunukan Nunukan Branch	Jln. Pelabuhan Baru No.10 Nunukan. Telp. (0556) 23374, 23375. Fax. (0556) 21077. Email: nunukan@pelabuhan4.co.id
<b>PROVINSI SULAWESI SELATAN/ SOUTH SULAWESI PROVINCE</b>		
8	Cabang Makassar Makassar Branch	Jln. Soekarno No.1 Makassar. Telp. (0411) 3616549, 3616999. Fax. (0411) 3619046. Email: makassar@pelabuhan4.co.id
9	Terminal Petikemas Makassar Makassar Container Terminal	Jln. Nusantara No.329 Makassar. Telp. (0411) 3631289. Fax. (0411) 3631285. Email: pelabuhan4@tp-mks.co.id. Website: www.tpk-mks.co.id
10	Terminal Peti Kemas Makassar New Port Makassar New Port Container Terminal	Jln. Sultan Abdullah Raya, Kaluku Bodoa, Kec. Tallo Kota Makassar 90212
11	Cabang Parepare Parepare Branch	Jln. Andi Cammi, Komp. Pelabuhan Parepare. Telp. (0421) 21069, 21635, 24071. Fax. (0421) 24071. Email: parepare@pelabuhan4.co.id
<b>PROVINSI SULAWESI TENGGARA/ SOUTHEAST SULAWESI PROVINCE</b>		
12	Cabang Kendari Kendari Branch	Jln. Konggoasa No.1 Kendari. Telp. (0401) 3121976, 3121087, 3125282. Fax. (0401) 3121976. Email: kendari@pelabuhan4.co.id
<b>PROVINSI SULAWESI TENGAH/ CENTRAL SULAWESI PROVINCE</b>		
13	Cabang Pantoloan Pantoloan Branch	Jln. Samudera Pantoloan No.23. Telp. (0451) 491815. Fax. (0451) 491081. Email: pantoloan@pelabuhan4.co.id
14	Cabang Tolitoli Tolitoli Branch	Jln. Sidoarjo No.394 Tolitoli. Telp. (0453) 21124. Fax. (0453) 22227. Email: toli-toli@pelabuhan4.co.id
<b>PROVINSI GORONTALO/ GORONTALO PROVINCE</b>		
15	Cabang Gorontalo Gorontalo Branch	Jln. Mayor Dullah No.176 Gorontalo. Telp. (0435) 821216, 824216. Fax. (0435) 824808. Email: gorontalo@pelabuhan4.co.id
<b>PROVINSI SULAWESI UTARA/ NORTH SULAWESI PROVINCE</b>		
16	Cabang Bitung Bitung Branch	Jln. D.S. Sumolang No.1 Bitung. Telp. (0438) 21310, 21270. Fax. (0438) 21196, 36538. Email: bitung@pelabuhan4.co.id.
17	Terminal Petikemas Bitung Bitung Container Terminal	Jln. Samuel Languyu No.1 Bitung. Telp. (0438) 36680. Fax. (0411) 36676, 36679
18	Cabang Manado Manado Branch	Jln. Pelabuhan III No.1 Manado. Telp. (0431) 852138, 86364. Fax. (0431) 852138.
<b>PROVINSI MALUKU/ MALUKU PROVINCE</b>		
19	Cabang Ambon Ambon Branch	Jln. Yos Sudarso No.1 Kodya Ambon. Telp. (0911) 353457. Fax. (0911) 311587. Email: ambon@pelabuhan4.co.id

NO	NAMA CABANG Branch Name	ALAMAT ADDRESS
<b>PROVINSI MALUKU UTARA/ NORTH MALUKU PROVINCE</b>		
20	Cabang Ternate Ternate Branch	Jln. A. Yani, Kompleks Pelabuhan, Ternate. Telp. (0921) 3121574, 3121206. 3121129. Fax. (0921) 3121129. Email: ternate@pelabuhan4.co.id
<b>PROVINSI PAPUA/ PAPUA PROVINCE</b>		
21	Cabang Jayapura Jayapura Branch	Jln. Koti II No.21 Jayapura. Telp. (0967) 533030, 533330, 533035. Fax. (0967) 532741. Email: jayapura@pelabuhan4.co.id
22	Cabang Merauke Merauke Branch	Jln. Yos Sudarso No.9 Merauke 49613. Telp. (0972) 321294 Fax. (0972) 321884. Email: merauke@pelabuhan4.co.id
23	Cabang Biak Biak Branch	Jln. Jend. Sudirman No.51 Biak. Telp. (0981) 21135, 21812, 24070. Fax. (0981) 25395. Email: biak@pelabuhan4.co.id
<b>PROVINSI PAPUA BARAT/ WEST PAPUA PROVINCE</b>		
24	Cabang Manokwari Manokwari Branch	Jln. Banjarmasin No.3, Manokwari. Telp. (0986) 212616, 211334, 211393. Fax. (0986) 211837. Email: manokwari@pelabuhan4.co.id
25	Cabang Sorong Sorong Branch	Jln. A. yani No.13, Sorong. Telp. (0951) 333649, 321930, 321858, 321524. Fax. (0951) 333649. Email: sorong@pelabuhan4.co.id
26	Cabang Fakfak Fakfak Branch	Jln. Izak Telussa No.5 Fakfak. Telp. (0956) 25096, 22606, 22607. Fax. (0956) 22606. Email: fakfak@pelabuhan4.co.id



# WILAYAH KERJA

## Working Area



**KANTOR PUSAT**  
HEAD OFFICE



**KANTOR PERWAKILAN**  
REPRESENTATIVE OFFICE



**MAKASSAR**



**PAREPARE**



**MAKASSAR NEW PORT**



**TERMINAL PETIKEMAS MAKASSAR**





PANTOLOAN



TOLITOLI



GORONTALO



MANADO



BITUNG



TERMINAL PETIKEMAS BITUNG



BIAK



TERNATE



MANOKWARI



FAKFAK



SORONG



MERAUKE



KENDARI



AMBON



JAYAPURA

## PERISTIWA PENTING

### Important Events




**19**

JANUARI January 2020

Manajemen PT Pelabuhan Indonesia IV (Persero) kedatangan tamu istimewa yaitu kapal pesiar MV Boudicca berbendera Bahamas yang sandar di Pelabuhan Ambon.

The management of PT Pelabuhan Indonesia IV (Persero) received a special guest, namely the Bahamas-flagged MV Boudicca cruise ship leaning at Ambon Port.




**10**

FEBRUARI February 2020

Direktur Utama PT Pelabuhan Indonesia IV (Persero), Farid Padang menghadiri undangan Rapat Kerja Komisi VI DPR RI dengan Wakil Menteri BUMN II, Kartiko Wirjoatmodjoo yang juga dihadiri Direktur Utama beserta Direksi PT ASDP, PT Pelni, Djakarta Llyod, PT Pelindo I, II, III dan IV di Gedung MPR RI di Jakarta.

President Director of PT Pelabuhan Indonesia IV (Persero), Farid Padang, attended the invitation to the Work Meeting of the House of Representatives Commission VI with Deputy Minister of BUMN II, Kartiko Wirjoatmodjoo, which was also attended by the President Director and Directors of PT ASDP, PT Pelni, Djakarta Lloyd, PT Pelindo I, II, III and IV at the MPR RI Building in Jakarta.




**13**

FEBRUARI February 2020

Direktur Utama PT Pelabuhan Indonesia IV (Persero), Farid Padang melakukan peletakan batu pertama atau groundbreaking proyek Manado Marina Bay (MMB).

President Director of PT Pelabuhan Indonesia IV (Persero), Farid Padang, laid the groundwork for the Manado Marina Bay (MMB) project.




**28**  
**FEBRUARI** February 2020

Menteri Koordinator Bidang Kemaritiman RI, Luhut Binsar Pandjaitan, mengunjungi Kawasan Ekonomi Khusus (KEK) Sorong di Papua Barat. Kunjungan Menko Maritim ke KEK Sorong didampingi Direktur Utama PT Pelabuhan Indonesia IV (Persero), Farid Padang.

The Coordinating Minister for Maritime Affairs of the Republic of Indonesia, Luhut Binsar Pandjaitan, visited the Sorong Special Economic Zone (KEK) in West Papua. The visit of the Coordinating Minister for Maritime Affairs to KEK Sorong was accompanied by the President Director of PT Pelabuhan Indonesia IV (Persero), Farid Padang.




**20**  
**MARET** March 2020

Manajemen PT Pelabuhan Indonesia IV (Persero) melayani *direct call* atau pengiriman langsung barang ke luar negeri yang dilakukan oleh perusahaan pelayaran milik SeaLand (Maersk Group) menggunakan Kapal Maersk Wolgast dari Terminal Petikemas Makassar (TPM).

The management of PT Pelabuhan Indonesia IV (Persero) serves direct calls or direct shipments of goods abroad carried out by shipping companies owned by SeaLand (Maersk Group) using the Maersk Wolgast Ship from Makassar Container Terminal (TPM).




**30**  
**MARET** March 2020

SeaLand (Maersk Line Group) kembali melaksanakan *direct call* dari Balikpapan, Kalimantan Timur tepatnya dari Kaltim Kariangau Terminal (KKT).

SeaLand (Maersk Line Group) is again carrying out direct calls from Balikpapan, East Kalimantan, to be precise from Kaltim Kariangau Terminal (KKT).

## PERISTIWA PENTING

### Important Events



#### Pergantian Direksi Pelindo IV

Berdasarkan salinan keputusan Menteri Badan Usaha Milik Negara selaku Rapat Umum Pemegang Saham (RUPS) Perusahaan Perseroan (Persero) PT Pelabuhan Indonesia IV Nomor : SK-113/MBU/04/2020 tanggal 13 April 2020 tentang Pemberhentian dan Pengangkatan Anggota-anggota Direksi Perusahaan Perseroan (Persero) PT Pelabuhan Indonesia IV. Kementerian BUMN mengangkat Prasetyadi sebagai Direktur Utama PT Pelabuhan Indonesia IV (Persero), Choirul Anwar sebagai Direktur Keuangan PT Pelindo IV dan I Made Herdianta Gautama sebagai Direktur Transformasi dan Pengembangan Bisnis (TPB) Pelindo IV. Pengangkatan Prasetyadi sebagai Direktur Utama PT Pelindo IV menggantikan Farid Padang dan Choirul Anwar menggantikan Yon Irawan yang kini menjabat sebagai Direktur Keuangan PT Pelindo II, serta pengangkatan I Made Herdianta Gautama sebagai Direktur TPB Pelindo IV menggantikan Tony Hajar Andenoworih.

#### Change of Directors of Pelindo IV

Based on a copy of the decision of the Minister of State-Owned Enterprises as the General Meeting of Shareholders (GMS) of the Limited Liability Company (Persero) PT Pelabuhan Indonesia IV Number: SK-113 / MBU / 04/2020 dated April 13, 2020 concerning Dismissal and Appointment of Members of the Board of Directors of the Company (Persero) PT Pelabuhan Indonesia IV. The BUMN Ministry appointed Prasetyadi as President Director of PT Pelabuhan Indonesia IV (Persero), Choirul Anwar as Finance Director of PT Pelindo IV and I Made Herdianta Gautama as Director of Pelindo IV's Business Transformation and Development (TPB). The appointment of Prasetyadi as President Director of PT Pelindo IV replacing Farid Padang and Choirul Anwar replacing Yon Irawan, who is now the Director of Finance of PT Pelindo II, as well as the appointment of I Made Herdianta Gautama as Director of TPB Pelindo IV replacing Tony Hajar Andenoworih.



Direktur Utama PT Pelabuhan Indonesia IV (Persero), Prasetyadi didampingi Direktur Teknik, Prakosa Hadi Takariyanto menerima kunjungan silaturahmi Direktur Utama PT Industri Kapal Indonesia (Persero), Edy Widarto.

President Director of PT Pelabuhan Indonesia IV (Persero), Prasetyadi accompanied by the Director of Engineering, Prakosa Hadi Takariyanto, received a visit from the President Director of PT Industri Kapal Indonesia (Persero), Edy Widarto.






**18**  
 MEI May 2020

PT Pelabuhan Indonesia IV (Persero) menggelar Raker I Tahun 2020 secara virtual. Raker tersebut dibuka oleh Komisaris Utama PT Pelabuhan Indonesia IV (Persero), Fachry Ali yang dalam sambutannya menegaskan bahwa Pelindo IV adalah Titik Tumpu Pembangunan di Indonesia Timur.

PT Pelabuhan Indonesia IV (Persero) held the First Meeting of 2020 virtually. The meeting was opened by the President Commissioner of PT Pelabuhan Indonesia IV (Persero), Fachry Ali, who in his remarks emphasized that Pelindo IV is the Fulcrum for Development in Eastern Indonesia.




**18**  
 JUNI June 2020

### Kementerian BUMN Angkat M. Adji Sebagai Direktur Operasi dan Komersial Pelindo IV

Kementerian Badan Usaha Milik Negara (BUMN) melalui Keputusan Menteri BUMN Selaku Rapat Umum Pemegang Saham Perusahaan Perseroan (Persero) PT Pelabuhan Indonesia IV Nomor SK : 210/MBU/O6/2020 tanggal 18 Juni 2020 tentang Pemberhentian dan Pengangkatan Anggota Direksi Perusahaan Perseroan (Persero) PT Pelabuhan Indonesia IV yang dibacakan melalui video conference pada hari ini, Kamis (18 Juni 2020). Sebelumnya, M. Adji menjabat sebagai Direktur Utama PT IPC Terminal Petikemas sejak April 2017 hingga Juni 2020. Beliau menggantikan Riman S. Duyo yang telah menjabat sebagai Direktur Operasi dan Komersial PT Pelindo IV periode 2017 - 2020.

### Ministry of State-Owned Enterprises Appoints M. Adji as Operations and Commercial Director of Pelindo IV

The Ministry of State-Owned Enterprises (BUMN) through the Decree of the Minister of BUMN as the General Meeting of Shareholders of the Company (Persero) PT Pelabuhan Indonesia IV Number SK: 210 / MBU / O6/2020 dated 18 June 2020 concerning Dismissal and Appointment of Members of the Board of Directors of the Company (Persero) ) PT Pelabuhan Indonesia IV which was read out via video conference today, Thursday (18 June 2020). Previously, M. Adji served as President Director of PT IPC Terminal Petikemas from April 2017 to June 2020. He replaced Riman S. Duyo who had served as Director of Operations and Commercial for PT Pelindo IV for the 2017 - 2020 period.

## PERISTIWA PENTING

### Important Events




**07**  
 JULI July 2020

PT Pelabuhan Indonesia IV (Persero) melakukan ekspor perdana sebanyak satu kontainer serabut kelapa (coco fiber) dari Kendari New Port (KNP) di Sulawesi Tenggara ke Weifang, China. Ekspor perdana itu dilepas langsung oleh Gubernur Sulawesi Tenggara, Ali Mazi bersama Direktur Utama PT Pelindo IV, Prasetyadi di Terminal Petikemas KNP.

PT Pelabuhan Indonesia IV (Persero) made the first export of one container of Coconut Fiber (Coco Fiber) from Kendari New Port (KNP) in Southeast Sulawesi to Weifang, China. The first export was released directly by the Governor of Southeast Sulawesi, Ali Mazi together with the President Director of PT Pelindo IV, Prasetyadi at the KNP Container Terminal.




**07**  
 JULI July 2020

Direktur Utama PT Pelabuhan Indonesia IV (Persero), Prasetyadi bersama Direktur Operasi dan Komersial Pelindo IV, M. Adji, serta Direktur keuangan Pelindo IV, Choirul Anwar menghadiri Pelepasan Ekspor Perdana Serabut Kelapa (Coco Fiber) ke Weifang, China. Pelepasan ekspor perdana yang berlangsung di Kendari New Port (KNP) Bungkutoko, Kota Kendari itu dalam rangka mendukung Program Gerakan Tiga Kali Ekspor (Gratieks) yang digagas Badan Karantina Pertanian, Balai Karantina Pertanian Kelas II Kendari, Kementerian Pertanian di Sulawesi Tenggara. Giat tersebut juga dihadiri Gubernur Sulawesi Tenggara, Ali Mazi dan Kepala Kantor Kesyahbandaran dan Otoritas Pelabuhan (KSOP) Kendari, Letkol Marinir Benyamin Ginting, serta unsur Muspida Provinsi Sulawesi Tenggara lainnya.

President Director of PT Pelabuhan Indonesia IV (Persero), Prasetyadi together with Pelindo IV's Operations and Commercial Director, M. Adji, and Pelindo IV's Finance Director, Choirul Anwar attended the Release of the First Export of Coconut Fiber (Coco Fiber) to Weifang, China. The release of the first export which took place at Kendari New Port (KNP) Bungkutoko, Kendari City, was carried out in order to support the Threefold Export Movement Program (Gratieks) initiated by the Agricultural Quarantine Agency, Kendari Class II Agricultural Quarantine Center, Ministry of Agriculture in Southeast Sulawesi.




**21**

JULI July 2020

Manajemen PT Pelabuhan Indonesia IV (Persero) melakukan sosialisasi dan internalisasi core value “AKHLAK” di lingkungan Perseroan. Kegiatan yang berlangsung secara virtual melalui aplikasi zoom dengan mengikuti protokol kesehatan ini diikuti oleh Komisaris Utama Pelindo IV, Fachry Ali, seluruh jajaran Direksi Pelindo IV, General Manager (GM) Cabang, Direksi Anak Perusahaan Pelindo IV Group, seluruh pejabat kantor pusat dan karyawan Pelindo IV. Selain sosialisasi dan internalisasi core value “AKHLAK”, juga dilakukan Deklarasi Komitmen Implementasi Core Value Akhlak PT Pelindo IV yang dibacakan oleh Corporate Secretary, Dwi Rahmad Toto. Dilanjutkan dengan penandatanganan pakta integritas komitmen implementasi AKHLAK yang dilakukan secara simbolis oleh para pejabat kantor pusat, GM Cabang dan perwakilan serikat pekerja secara virtual di seluruh unit kerja PT Pelindo IV.

The management of PT Pelabuhan Indonesia IV (Persero) conducts outreach and internalization of the core value “AKHLAK” within the Company. Activities take place virtually through the zoom application by following health protocols and are followed by the President Commissioner of Pelindo IV, Fachry Ali, all members of the Board of Directors of Pelindo IV, General Managers (GM) Branches, Directors of Pelindo IV Group Subsidiaries, all head office officials and Pelindo IV employees. In addition to the socialization and internalization of the “AKHLAK” core value, PT Pelindo IV’s Declaration of Commitment to Implementation of Core Moral Values was also carried out which was read by the Corporate Secretary, Dwi Rahmad Toto. Followed by the signing of the integrity pact commitment to implementing AKHLAK which was carried out symbolically by head office officials, GM Branches and representatives of trade unions virtually in all work units of PT Pelindo IV.




**13**

AGUSTUS August 2020

PT Pelabuhan Indonesia IV (Persero) bersama PT Arga Bangun Bangsa (ACT Consulting) melakukan penandatanganan Memorandum of Cooperation (MoC) tentang Sinergi Transformasi Corporate Culture dan Human Capital Development. Penandatanganan MoC tersebut dilakukan oleh Direktur SDM PT Pelindo IV, M. Asyhari bersama Direktur Utama PT Arga Bangun Bangsa (ACT Consulting), Luki Alamsyah, serta disaksikan langsung oleh Direktur Utama PT Pelindo IV, Prasetyadi dan Presiden Direktur PT Arga Bangun Bangsa (ACT Consulting), Ary Ginanjar Agustian beserta jajaran direksi dari kedua perusahaan di Kantor Perwakilan PT Pelindo IV di Jakarta, Selasa (11 Agustus 2020).

PT Pelabuhan Indonesia IV (Persero) together with PT Arga Bangun Bangsa (ACT Consulting) signed a Memorandum of Cooperation (MoC) on the Synergy of Corporate Culture Transformation and Human Capital Development. The signing of the MoC was carried out by the Director of HC of PT Pelindo IV, M. Asyhari, together with the President Director of PT Arga Bangun Bangsa (ACT Consulting), Luki Alamsyah, and witnessed directly by the President Director of PT Pelindo IV, Prasetyadi, and the President Director of PT Arga Bangun Bangsa (ACT Consulting), Ary Ginanjar Agustian, along with the board of directors of the two companies at the Representative Office of PT Pelindo IV in Jakarta, Tuesday (August 11, 2020).

## PERISTIWA PENTING

### Important Events




**13**  
 AGUSTUS August 2020

Rombongan Direksi Pelindo IV melakukan kunjungan silaturahmi kepada Gubernur Maluku, Murad Ismail dan Pangdam XVI/ Pattimura, Mayjen TNI Agus Rohman. Sehari sebelumnya atau Rabu (12 Agustus 2020), rombongan Direksi Pelindo IV melakukan kunjungan kerja ke Pelabuhan Tulehu, dilanjutkan dengan mengunjungi lokasi Waai Tulehu di Maluku Tengah. Usai melakukan kunjungan ke pelabuhan, rombongan kemudian bersilaturahmi dengan Kepala Kejaksaan Tinggi (Kajati) Maluku, Rorogo Zega.

The delegation of the Board of Directors of Pelindo IV paid a friendly visit to the Governor of Maluku, Murad Ismail, and the Commander of the Military Region XVI / Pattimura, Major General TNI Agus Rohman. The day before, Wednesday, August 12, 2020, a group of Directors of Pelindo IV made a working visit to Tulehu Port followed by visiting the Waai Tulehu location in Central Maluku. After visiting the port, the group then visited the Head of the Maluku High Prosecutor's Office, Rorogo Zega.




**09**  
 SEPTEMBER September 2020

PT Pelabuhan Indonesia IV (Persero) melakukan *launching* perdana modernisasi Pelabuhan Benteng di Kabupaten Selayar, Sulawesi Selatan.

PT Pelabuhan Indonesia IV (Persero) launched the first modernization of Benteng Harbor in Selayar Regency, South Sulawesi.




**12**  
 SEPTEMBER September 2020

PT Pelabuhan Indonesia IV (Persero) melakukan *launching direct export* perdana sebanyak 12 kontainer berisi kelapa biji dan kayu olahan untuk dikirim ke beberapa negara di Asia dari Pelabuhan Pantoloan, Palu, Sulawesi Tengah

PT Pelabuhan Indonesia IV (Persero) launched the first direct export of 12 containers containing coconut seeds and processed wood to be shipped to several countries in Asia from the Port of Pantoloan, Palu, Central Sulawesi






**16**  
 SEPTEMBER September 2020

### Raker II, Pelindo IV Fokus Program Strategis Tahun Depan

Raker II Pelindo IV Tahun 2020 yang mengangkat tema “New Values, Strategic Partnerships, Connectivities” ini diikuti oleh seluruh komisaris, direksi, General Manager (GM) cabang, Strategic Business Unit (SBU), direksi anak perusahaan dan pejabat struktural Kantor Pusat, serta pejabat di masing-masing cabang, SBU dan anak perusahaan.

### Raker II, Pelindo IV Focus Next Year's Strategic Program

Pelindo IV Raker II Year 2020 with the theme “New Values, Strategic Partnerships, Connectivities” was attended by all commissioners, directors, General Managers (GM) branches, Strategic Business Units (SBU), directors of subsidiaries and Head Office structural officials, as well as officials in their respective branches, SBU and subsidiaries.




**23**  
 SEPTEMBER September 2020

Direktur Transformasi dan Pengembangan Bisnis (TPB) PT Pelindo IV, I M. Herdianta mendampingi Direktur Jenderal Perhubungan Laut, Kementerian Perhubungan, R. Agus H. Purnomo melakukan kunjungan ke Pelabuhan Garongkong di Barru, Sulawesi Selatan.

PT Pelindo IV's Director of Business Transformation and Development (TPB), I M. Herdianta accompanied the Director General of Sea Transportation, Ministry of Transportation, R. Agus H. Purnomo on a visit to Garongkong Port in Barru, South Sulawesi.




**04**  
 OKTOBER October 2020

PT Pelabuhan Indonesia IV (Persero) berhasil melakukan pelayanan sandar perdana kapal berbendera Italia, MT HIGH LOYALTY yang memuat 39.000 metrik ton (MT) bahan bakar minyak jenis High Speed Diesel (HSD) di Terminal Curah Interport, Kawasan Industri Kariangau (KIK), Balikpapan, Kalimantan Timur.

PT Pelabuhan Indonesia IV (Persero) succeeded in providing the first berthing service for an Italian flagged vessel, MT HIGH LOYALTY loaded with 39,000 metric tons (MT) of High Speed Diesel (HSD) fuel at the Interport Bulk Terminal, Kariangau Industrial Area (KIK), Balikpapan, East Kalimantan.

## PERISTIWA PENTING

### Important Events




**27**  
 NOPEMBER November 2020

Direktur Operasi dan Komersial PT Pelabuhan Indonesia IV (Persero), M. Adji, menjadi narasumber dalam Rapat Koordinasi Kesiapan Penyelenggaraan Angkutan Laut Natal 2020 dan Tahun Baru 2021. Rapat yang digelar Direktorat Jenderal Perhubungan Laut, Kementerian Perhubungan RI di Golden Boutique Hotel Kemayoran, Jakarta Pusat tersebut mengangkat topik “Kesiapan Fasilitas Pelabuhan dalam Memenuhi Standar Protokol Kesehatan”.

Director of Operations and Commercials of PT Pelabuhan Indonesia IV (Persero), M. Adji, was a guest speaker at the Coordination Meeting for the Implementation of Sea Transportation Readiness for Christmas 2020 and New Year 2021. The meeting held by the Directorate General of Sea Transportation, Ministry of Transportation of the Republic of Indonesia at the Golden Boutique Hotel Kemayoran, Central Jakarta discussed the topic “Readiness of Port Facilities in Fulfilling Health Protocol Standards”.




**04**  
 DESEMBER December 2020

PT Pelabuhan Indonesia IV (Persero) bersama Kementerian Perdagangan RI dan Pemerintah Provinsi Sulawesi Selatan menggelar pelepasan ekspor produk Indonesia senilai total US\$6,78 juta ke pasar global dari Terminal Petikemas Makassar (TPM). Kegiatan tersebut disaksikan langsung oleh Presiden Joko Widodo dari Istana Negara melalui virtual.

PT Pelabuhan Indonesia IV (Persero) together with the Indonesian Ministry of Trade and the Provincial Government of South Sulawesi held a release of US \$ 6.78 million export of Indonesian products to the global market from the Makassar Container Terminal (TPM). The activity was witnessed live by President Joko Widodo from the State Palace virtually.




**29**  
 DESEMBER December 2020

PT Pelabuhan Indonesia IV (Persero) menggelar Virtual Customer Gathering melalui aplikasi zoom yang diikuti jajaran direksi, General Manager (GM) Cabang, Direksi Anak Perusahaan Pelindo IV Group, GM Strategic Business Unit (SBU), seluruh pejabat kantor pusat, Cabang Makassar, Terminal Petikemas Makassar dan Makassar New Port, serta para pengguna Jasa.

PT Pelabuhan Indonesia IV (Persero) held a Virtual Customer Gathering through a zoom application which was attended by the Board of Directors, Branch General Managers (GM), Directors of Pelindo IV Group Subsidiaries, GM Strategic Business Unit (SBU), all head office officials, Makassar Branch, Terminal Makassar and Makassar New Port containers, as well as service users.





Seluruh manajemen telah mengelola Pelindo IV (Persero) dengan meningkatkan pertumbuhan aset, memitigasi risiko dalam menghadapi lingkungan bisnis yang dinamis, serta menggali potensi dan mengoptimalkan berbagai peluang bisnis.

All management has managed Pelindo IV (Persero) by increasing asset growth, mitigating risks in facing a dynamic business environment, and exploring potential and optimizing various business opportunities.





# INFORMASI PENUNJANG BISNIS

## BUSINESS SUPPORT INFORMATION



**Dalam rangka menjaga kualitas Sumber Daya Manusia (SDM), Tidak hanya terbatas pada peningkatan kapasitas alat produksi dan strategi pengembangan bisnis, optimalisasi juga dilakukan kepada seluruh pilar usaha yang ada, termasuk SDM**

In order to improve its performance continuously, not only limited to capacity improvement of production instruments and business development strategy, but it is also performed on the entire business pillars, including Human Resources (HR).









## SUMBER DAYA MANUSIA

### Human Resources



Sebagai poros seluruh kegiatan operasional perusahaan, posisi SDM menjadi fokus pengelolaan. Lebih dari sekedar menciptakan SDM yang memiliki skill dan pengetahuan tinggi, namun juga memiliki profesionalisme dan integritas yang tinggi.

As the axis of all company operational activities, the position of HR is the focus of management. More than just creating human resources who have high skills and knowledge, but also have high professionalism and integrity.



## Tugas Pokok Pengelolaan SDM

Secara umum tugas dan tanggung jawab Divisi SDM adalah menjamin terlaksananya pengelolaan SDM dengan mengelola perencanaan dan pengembangan sistem SDM, penyusunan jenjang karir SDM, pendidikan dan pelatihan, *knowledge management*, pengembangan organisasi dan penyempurnaan tata laksana sehingga mampu mencapai efektivitas proses manajemen SDM dalam memberikan kontribusi terhadap peningkatan produktivitas dan nilai tambah SDM bagi tercapainya target kinerja.

Sebagai poros seluruh kegiatan operasional perusahaan, posisi SDM menjadi fokus pengelolaan. Lebih dari sekedar menciptakan SDM yang memiliki *skill* dan pengetahuan tinggi, namun juga memiliki profesionalisme dan integritas yang tinggi. Dengan ketersediaan SDM seperti itu, maka mereka dapat memberikan solusi pada setiap masalah dan tantangan yang muncul seiring perkembangan bisnis Perseroan. Selain itu, mereka juga dapat menyumbang kemajuan Perseroan dengan meningkatkan produktivitas kerja dan melahirkan inovasi-inovasi yang bermanfaat bagi Pelindo IV.

## Jumlah Karyawan dan Data Pengembangan Kompetensi

### Kelompok Jabatan (Level Organisasi)

Dalam menciptakan efektivitas dan efisiensi pelaksanaan fungsi kerja, karyawan Pelindo IV telah dibagi menjadi beberapa jenjang jabatan mulai dari Non Staf, Junior Manager, Manager, Senior Manager dan Vice President. Adapun komposisi karyawan berdasarkan kelompok jabatan dapat terlihat dari tabel berikut:

## Main Duties of Human Resources Management

In general, the duties and responsibilities of the HR Division are to ensure the implementation of HR management by managing HR system planning and development, preparation of HR career paths, education and training, knowledge management, organizational development and improvement of governance to streamline HR management processes in contributing to increased productivity, and added value of human resources to achieve performance targets.

As the axis of all company operational activities, HR is the focus of management. HR is not only managed to have high skills and knowledge, but also to have high professionalism and integrity. Human resources with such qualifications can provide solutions to any problems and challenges that arise as the Company's business develops. In addition, they can also contribute to the progress of the Company by increasing work productivity and creating useful innovations for Pelindo IV.

## Number of Employees and Competency Development Data

### Position Group (Organization Level)

To make the implementation of work functions more effective, Pelindo IV employees have been divided into several levels of positions starting from Non-Staff, Junior Manager, Manager, Senior Manager and Vice President. The composition of employees based on position groups can be seen in the following table:

**Tabel Komposisi Pegawai Berdasarkan Jabatan Tahun 2020 - 2019**  
Employee Composition Table by Position in 2020 - 2019

Jabatan	Tahun/ year		Position
	2020	2019	
GM, SM, KA.BIRO/KA.SPI/SEKPER	67	68	General Manager / Director of the Company's children / Affiliation Company
Deputi General Manager	16	18	Deputy General Manager
ASM/ASSEKPER/ASKARO/WASBID	59	66	ASM / ASSEKPER / ASKARO / WASBID
Manager	125	132	Manager
Asisten Manager	96	103	Assistant Manager
Supervisor, Analis	189	93	Supervisor, Analyst
Staff	1.023	1.130	Staff
<b>Jumlah</b>	<b>1.575</b>	<b>1.610</b>	<b>Total</b>

### Deskripsi Sebaran Tingkat Pendidikan

Karyawan Perseroan terdiri dari berbagai macam jalur pendidikan dan disiplin ilmu yang mampu mendukung kinerja Perseroan secara maksimal. Komposisi sebaran tingkat pendidikan dapat dilihat pada tabel berikut:

### Description of Education Level Distribution

The Company's employees come from various educational paths and disciplines that are able to support the Company's performance optimally. The composition of their education level distribution can be seen in the following table:

**Tabel Komposisi Pegawai Berdasarkan Pendidikan Formal Tahun 2020 - 2019**  
Employee Composition Table Based on Formal Education 2020 - 2019

Uraian	Tahun/ year		Description
	2020	2019	
SLTP	4	5	Junior High School
SLTA	434	461	High school
D3	246	252	Community Colege
S.1	747	753	Undergraduate
S.2	143	138	Graduate
S.3	1	1	Postgraduate
<b>Jumlah</b>	<b>1.575</b>	<b>1.610</b>	<b>Total</b>

### Usia

Karyawan Perseroan saat ini di dominasi oleh karyawan usia produktif antara usia 36-45 tahun dengan komposisi mencapai 43,75% dari total jumlah karyawan. Komposisi sebaran usia karyawan dapat dilihat pada tabel berikut:

### Age

The Company is currently dominated by employees with productive age between the ages of 36-45 years who reach 43.75% of the total number of employees. The composition of the age distribution of employees can be seen in the following table:



Tabel Komposisi Pegawai Berdasarkan usia tahun 2020 - 2019			
Employee Composition Table by age t2020 - 2019			
Uraian	Tahun/ year		Description
	2020	2019	
a) s/d 30 tahun	202	251	a) up to 30 years old
b) 31-35 tahun	296	318	b) 31-35 years old
c) 36-45 tahun	689	676	c) 36-45 years old
d) 46-50 tahun	233	212	d) 46-50 years old
e) > 50 tahun	155	153	e) > 50 years old
<b>Jumlah</b>	<b>1.575</b>	<b>1.610</b>	<b>Total</b>

### Jenis kelamin

Perseroan memegang prinsip kesetaraan dalam proses pengelolaan karyawan, pengembangan karyawan, diklat, penempatan serta promosi. Perseroan memberikan kesempatan yang sama bagi seluruh karyawan untuk terus berkembang tanpa membedakan gender. Adapun komposisi karyawan berdasarkan Jenis Kelamin dapat terlihat dari tabel berikut:

### Gender

The Company adheres to the principle of equality in employee management, employee development, training, placement and promotion. The Company provides equal opportunities for all employees to continue to develop regardless of gender. The composition of employees based on gender can be seen from the following table:

Tabel Komposisi Pegawai Berdasarkan Jenis Kelamin tahun 2020 - 2019			
Employee Composition Table by Gender in 2020 - 2019			
Uraian	Tahun/ year		Total
	2020	2019	
Pria	1.318	1.345	Men
Wanita	257	265	Woman
<b>Total</b>	<b>1.575</b>	<b>1.610</b>	<b>Total</b>

### Status Kepegawaian

### Employment status

Tabel Komposisi Pegawai Berdasarkan Status tahun 2020 - 2019			
Employee composition based on status			
Uraian	Tahun/ year		Description
	2020	2019	
Tetap	1575	1.610	Permanent
Tidak Tetap	2.183	2.185	Non-Permanent



### Menuju SDM Perseroan berdaya Saing Tinggi

Dalam rangka meningkatkan kompetensi SDM yang dimiliki, Perseroan memiliki program pengembangan dan peningkatan *soft skill* dan *hard skill* melalui pendidikan berkelanjutan, baik yang dilakukan secara internal maupun eksternal.

Pada tahun 2020, Adapun total biaya yang telah dialokasikan untuk Program Pengembangan SDM sebesar Rp. 12.524.642.519 atau rata-rata sebesar Rp.8.498.000 per karyawan. Jenis pelatihan di tahun 2020 difokuskan pada kegiatan Inhouse Training tetapi karena pandemic covid-19 pelatihan dilaksanakan secara daring/online. Sepanjang tahun 2020 telah dilaksanakan 101 jenis pelatihan yang diikuti oleh 1311 karyawan (1202 karyawan organik dan 109 karyawan outsourcing). Di tahun 2020 Perseroan telah menurunkan alokasi biaya

### Creating Highly Competitive Human Resources for the Company

In order to improve the competence of its human resources, the Company carries out development programs and enhancement of soft skills and hard skills through continuing education, both internally and externally.

In 2020, the total cost allocated for the HR Development Program is Rp. 12,524,642,519 or an average of Rp8,498,000 per employee. The type of training in 2020 was focused on Inhouse Training but due to the Covid-19 pandemic the trainings were carried out online. Throughout 2020, 101 types of training were carried out which was attended by 1311 employees (1202 organic employees and 109 outsourcing employees). In 2020, the Company reduced the allocation of costs to increase and develop the competence of the Company's

untuk peningkatan dan pengembangan kompetensi insan Perseroan sebesar Rp. 12.529.797.551 atau menurun sebesar 30 % dibandingkan tahun 2019.

Perseroan menyediakan serangkaian program pengembangan sebagai wujud kepedulian Perseroan untuk menambah nilai lebih bagi setiap individu di lingkungan Perseroan. Peningkatan nilai tersebut termasuk memberikan pelatihan dan pengembangan kompetensi melalui pementoran, seminar maupun workshop. Sepanjang tahun 2020 Perseroan telah memfasilitasi pendidikan dan pelatihan dengan total jam pelaksanaan rata-rata 8 jam/orang per tahun.

## Pemetaan Kebutuhan Pengembangan SDM

Dalam pelaksanaan program pendidikan dan pelatihan serta pengembangan kompetensi, perusahaan memberikan kesempatan yang sama kepada seluruh pegawai berdasarkan kebutuhan jenjang jabatan dan persyaratan tertentu yang harus dipenuhi untuk mengikuti program-program managerial dan talent development. Di tahun 2020, program pelatihan sebagian besar dilaksanakan secara online melalui webinar baik yang diselenggarakan secara internal oleh PT Pelindo IV maupun bekerjasama dengan pihak eksternal. Selain itu, telah dilaksanakan pula online learning untuk beberapa konten pembelajaran (mandatory module) melalui platform Knowledge Management PT Pelindo IV.

Employee by Rp. 12,529,797,551 or decreased by 30% compared to 2019.

The Company carries out a series of development programs as a form of Company's concern in adding more value to each individual in the Company's environment. The programs carried out include providing training and competency development through mentoring, seminars and workshops. Throughout 2020, the Company has facilitated education and training with a total hours of implementation averaging 8 hours / person per year.

## Mapping of Human Resources Development Needs

In the implementation of education, training, and competency development programs, the company provides equal opportunities to all employees based on the needs of a position level with certain requirements that must be met to participate in managerial and talent development programs. In 2020, most of the training programs were carried out online through webinars, either held internally by PT Pelindo IV or in collaboration with external parties. In addition, online learning is also carried out for some learning content (mandatory modules) through PT Pelindo IV's Knowledge Management platform.

Tabel Jumlah Hari Training Table of Number of Training Days			
Total Pegawai Total Employees	Jumlah Hari Training Number of Training Days	Hari Training/Pegawai Training Day / Employee	Total Pegawai yang Training Total Employees Participating in the Training
1474	.....	.....	1311

No	Jabatan Position	Jenis Pelatihan Type of Training	Tujuan Pelatihan	Training Objective	Jumlah Peserta Number of Participants
1	General Manager/ Direktur/ Anak/ Cucu Perusahaan General Manager / Director of Subsidiaries / Director of Grandchildren	Executive Development Program Leadership	1 Meningkatkan kemampuan manajerial, leadership, kompetensi domestic dan kompetensi global BUMN bagi para pejabat structural BOD-1	Improve managerial skills, leadership, domestic competence, global competence of SOEs for BOD-1 structural officers.	114

No	Jabatan Position	Jenis Pelatihan Type of Training	Tujuan Pelatihan	Training Objective	Jumlah Peserta Number of Participants
			2 Meningkatkan integritas dan budaya kerja yang positif dalam perusahaan	Improve integrity and a positive work culture within the company.	
			3 Mampu menginternalisasikan nilai-nilai perusahaan ke dalam pekerjaan dan bertindak sebagai change leader	Able to internalize the company's values into work and act as a change leader.	
			4 Mampu mendesign program strategis yang sejalan dengan visi, misi dan tujuan perusahaan	Able to design strategic programs that are in line with the company's vision, mission and goals.	
2	Deputy General Manager Deputy General Manager	Executive Development Program Leadership Integrity Corporate Value Negotiation Skills Customer Service Management	1 Meningkatkan kemampuan manajerial, leadership, kompetensi domestik dan kompetensi global BUMN bagi para pejabat struktural BOD-2	Improve managerial skills, leadership, domestic competence, and global competence of SOEs for BOD-2 structural officers.	44
			2 Meningkatkan integritas dan budaya kerja yang positif dalam perusahaan	Improve integrity and a positive work culture within the company.	
			3 Mampu menginternalisasikan nilai-nilai perusahaan ke dalam pekerjaan dan bertindak sebagai change leader	Able to internalize the company's values into work and act as a change leader.	
			4 Meningkatkan kualitas komunikasi dengan pihak eksternal dan mencapai hasil maksimal dalam bernegosiasi	Improve the quality of communication with external parties and achieve maximum results in negotiations.	
3	SM/Ka.Biro/ Ka.SPI/Sekper SM / Head of Bureau / Head of SPI / Corporate Secretary	Executive Development Program Leadership Integrity Corporate Value Strategic and Business Development	1 Meningkatkan kemampuan manajerial, leadership, kompetensi domestik dan kompetensi global BUMN bagi para pejabat struktural BOD-1	Improve managerial skills, leadership, domestic competence, and global competence of BUMN for BOD-1 structural officials.	111
			2 Meningkatkan integritas dan budaya kerja yang positif dalam perusahaan	Improve integrity and a positive work culture within the company.	
			3 Mampu menginternalisasikan nilai-nilai perusahaan ke dalam pekerjaan dan bertindak sebagai change leader	Able to internalize the company's values into work and act as a change leader.	



No	Jabatan Position	Jenis Pelatihan Type of Training	Tujuan Pelatihan	Training Objective	Jumlah Peserta Number of Participants
4	ASM/Asekper/ Askaro/Wasbid ASM / Asekper / Askaro / Wasbid	Executive Development Program Leadership Integrity Corporate Value Strategic and Business Development	<p>1 Meningkatkan kemampuan manajerial, leadership, kompetensi domestik dan kompetensi global BUMN bagi para pejabat struktural BOD-2</p> <p>2 Menigkatkan integritas dan budaya kerja yang positif dalam perusahaan</p> <p>3 Mampu menginternalisasikan nilai-nilai perusahaan ke dalam pekerjaan dan bertindak sebagai change leader</p> <p>4 Meningkatkan kualitas komunikasi dengan pihak eksternal dan mencapai hasil maksimal dalam bernegosiasi</p>	<p>Improve managerial skills, leadership, domestic competence and global competence of BUMN for BOD-2 structural officials.</p> <p>Improve integrity and a positive work culture within the company.</p> <p>Able to internalize the company's values into work and act as a change leader.</p> <p>Improve the quality of communication with external parties and achieve maximum results in negotiations.</p>	249
5	Manager & Asisten Manager Manager & Asisten Manager	Manager Development Program Corporate Value Problem Analysis Problem Solving & Decision Making Technical Skills	<p>1 Membangun kompentensi manajerial dan leadership bagi manager dan asisten manager yang akan menduduki posisi/ jabatan yang lebih tinggi</p> <p>2 Meningkatkan kemampuan untuk mendesign rencana implementasi program-program strategis</p> <p>3 Mampu menginternalisasikan nilai-nilai perusahaan ke dalam pekerjaan dan bertindak sebagai change leader</p>	<p>Build managerial and leadership competencies for managers and assistant managers who will occupy higher positions.</p> <p>Increase the ability to design implementation plans for strategic programs.</p> <p>Able to internalize the company's values into work and act as a change leader.</p>	535
6	Supervisor (10-11) Supervisor (10-11)	Managerial Development program Corporate Value Problem Anaysis Problem Solving & Decision Making Technical Skills	<p>1 Membangun kompetensi manajerial dan leadership bagi manager dan asisten manager yang akan menduduki posisi/jabatan yang lebih tinggi</p> <p>2 Mampu menginternalisasikan nilai-nilai perusahaan ke dalam pekerjaan dan bertindak sebagai change leader</p> <p>3 Meningkatkan keterampilan pemecahan masalah dan pengambilan keputusan yang efektif</p> <p>4 Meningkatkan kompetensi fungsional/teknis seluruh pegawai non structural berdasarkan bidang tugasnya</p>	<p>Build managerial and leadership competencies for managers and assistant managers who will occupy higher positions.</p> <p>Internalize company values into work and act as a change leader.</p> <p>Improve problem solving skills and effective decision making.</p> <p>Improve the functional / technical competence of all non-structural employees based on their field of work.</p>	341

No	Jabatan Position	Jenis Pelatihan Type of Training	Tujuan Pelatihan	Training Objective	Jumlah Peserta Number of Participants
7	Staff (12) Staff (12)	Corporate Value Planning & Organizing Service Excellence Technical Skills	<p>1 Mampu menginternalisasikan nilai-nilai perusahaan ke dalam pekerjaan dan bertindak sebagai change leader</p> <p>2 Meningkatkan kemampuan dan pemahaman tentang perencanaan melaksanakan, mengendalikan dan memonitor pelaksanaan kegiatan</p> <p>3 Membangun keterampilan komunikasi yang efektif sehingga dapat membirakn pelayanan berkualitas kepada pelanggan</p> <p>4 Meningkatkan kompetensi fungsional/ teknis seluruh pegawai non structural berdasarkan bidang tugasnya</p>	<p>Able to internalize the company's values into work and act as a change leader.</p> <p>Increase the ability and understanding of planning, implementing, controlling, and monitoring the implementation of activities.</p> <p>Build effective communication skills so as to provide quality service to customers.</p> <p>Improve the functional / technical competence of all non-structural employees based on their field of work.</p>	1371

Program pelatihan untuk pengembangan SDM di Perseroan melalui:

**1. In-House Training (IHT)**

Perseroan mengembangkan program pelatihan secara internal baik yang dilakukan secara mandiri oleh PT Pelindo IV (Persero) maupun dengan melakukan kerjasama dengan pihak eksternal dalam pemberian materi pelatihan untuk peningkatan kompetensi karyawan terkait bidang pekerjaan.

**2. Public Training Program (PT)**

Pada *Public Training Program*, Perseroan mengikutsertakan para karyawan secara intens pada program pelatihan-pelatihan, seminar, workshop maupun sosialisasi baik yang dilaksanakan oleh Lembaga pelatihan/pendidikan sesuai dengan kebutuhan yang bertujuan untuk meningkatkan kompetensi karyawan.

**3. Study Banding**

PT Pelindo IV di tahun 2020, melakukan studi banding terkait pengelolaan terminal petikemas di TPK Pontianak dan beberapa pegawai operasional cabang Ambon mengikuti program On the Job Training (OJT) selama 2 (dua) minggu. Selain itu, Haji Kalla telah melakukan studi banding pada

HR development training programs in the Company are carried out through:

**1. In-House Training (IHT)**

The Company develops training programs internally, either independently by PT Pelindo IV (Persero) or in collaboration with external parties, in providing training materials to improve employee competence related to the field of work.

**2. Public Training Program (PT)**

In the *Public Training Program*, the Company engages employees intensively in training programs, seminars, workshops or outreach carried out by training / educational institutions according to their needs which aim to improve employee competence.

**3. Comparative Study**

In 2020, PT Pelindo IV conducted a comparative study regarding the management of container terminals at TPK Pontianak and several operational employees of the Ambon branch took part in the On the Job Training (OJT) program for 2 (two) weeks. In addition, Haji Kalla conducted a comparative study

bulan November 2020 terkait studi banding, nomenklatur, pola karir, rentang jabatan dan program pengembangan SDM.

in November 2020 related to comparative studies, nomenclature, career patterns, range of positions and HR development programs.

## Tata Kelola SDM

Kompetensi dan skill pegawai semakin diperlukan untuk menciptakan *value added* kepada perusahaan. Pelindo IV secara berkala senantiasa melakukan pengembangan dan pelatihan kepada SDM untuk memastikan setiap pegawainya memiliki kompetensi yang memadai sesuai dengan tuntutan tugas. Setiap SDM memiliki kesempatan yang sama untuk mendapatkan program pelatihan dan pengembangan sesuai dengan posisi dan tingkat kebutuhan perjaan.

## HR Governance

Employee competencies and skills are increasingly needed to create added value to the company. Pelindo IV periodically conducts development and training for human resources to ensure that each employee has adequate competence in accordance with the demands of the task. Every HR has the same opportunity to take part in training and development in accordance with the position and level of job requirements.

Pada tahun 2020, pengelola SDM memiliki langkah strategis da program sebagai berikut:

In 2020, HR managers had the following strategic steps and programs:

1. Sistem pengembangan organisasi dan perencanaan tenaga kerja.

1. Organizational development and workforce planning systems.

Sistem pengembangan organisasi dilakukan dengan diagnosa yang sistematis, rencana terinci dan pengarahan sumber daya manusia untuk melaksanakan program pengembangan. Pengembangan organisasi sejalan dengan perencanaan bisnis perusahaan yang diselaraskan dengan visi, misi dan strategi perusahaan, yang meliputi: analisa strategi, analisa proses bisnis, pembagian fungsi, tugas, kewenangan dan tanggung jawab, pembentukan struktur organisasi, uraian jabatan dan penetapan nilai bobot jabatan. Sedangkan, perencanaan tenaga kerja (*manpower planning*) mengacu pada kebutuhan SDM dan pertumbuhan bisnis organisasi, yang dijabarkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP).

The organizational development system is carried out through systematic diagnosis, detailed planning and human resource guidance. Organizational development is in line with the company's business plan that is aligned with the company's vision, mission and strategy which includes: strategic analysis, business process analysis, division of functions, duties, authorities and responsibilities, formation of an organizational structure, job descriptions and assignment of job weight values. Meanwhile, manpower planning refers to the needs of human resources and the organization's business growth which is outlined in the Company Work Plan and Budget (RKAP).

2. Sistem rekrutmen

Rekrutmen dilaksanakan untuk memenuhi kebutuhan SDM dengan mengacu pada *Manpower Planning* organisasi. Rekrutmen dibuka untuk jalur regular dan *professional hire*. Rekrutmen dan seleksi dilakukan dengan berbasis kompetensi (*competency based recruitment*) dengan tahapan seleksi yang mengukur kesesuaian kandidat dengan organisasi dan pekerjaan yang dituju (*person job fit*).

2. Recruitment system

Recruitment is carried out to meet HR needs by referring to the organization's Manpower Planning. Recruitment is done through regular and professional hires. Recruitment and selection are carried out on a competency-based basis with a selection stage to measure the suitability of candidates to the organization and the intended job (person job fit). In the recruitment and selection process, online

Dalam proses rekrutmen dan seleksi juga diterapkan metode online melalui aplikasi internal (<http://recruitment.inaport4.co.id>).

3. Sistem pengembangan kompetensi dan karir  
Jalur karir diterapkan dengan berbasis Talent Management, yang dilakukan secara terintegrasi dan dirancang untuk meningkatkan kinerja pegawai melalui proses efektif dan menyeleksi, mengembangkan, memanfaatkan serta mempertahankan pegawai yang memiliki keahlian dan bakat dalam rangka memenuhi kebutuhan organisasi saat ini dan masa mendatang. Tata Kelola dalam talent management dilakukan oleh :
  - a. Talent Committee untuk manajemen talenta pada pejabat satu tingkat di bawah Direksi (BOD-1);
  - b. Tim Pertimbangan Jabatan, untuk manajemen talenta pada level struktural dan fungsional;
  - c. Bagian SDM, Subdit Perencanaan dan Pengembangan SDM untuk manajemen talenta pada level pegawai non struktural.
4. Sistem pembelajaran  
Pendidikan dan pelatihan dilakukan untuk mendukung dalam rangka peningkatan kompetensi para pegawai sehingga dapat mencapai target perusahaan. Adapun jenis program Pendidikan dan pelatihan telah disusun berdasarkan rencana strategis perusahaan (*renstra*), hasil *learning need analysis* (LNA) dan *training need analysis* (TNA) tercantum dalam Kalender yang terdiri dari:
  - a. Diklat Manajerial
  - b. Diklat Kompetensi Inti
  - c. Diklat Kompetensi Peran
  - d. Diklat Fungsional
  - e. Peningkatan Ijazah/ Pendidikan Formal
  - f. Sertifikasi
  - g. Management Trainee
  - h. Diklat Persiapan Masa Purnabakti
  - i. Program Pengembangan SDM Lainnya

Selain diklat di atas, pegawai diberikan kesempatan untuk meningkatkan kompetensinya melalui studi banding, program sertifikasi dan *knowledge sharing* baik yang dilakukan secara langsung maupun memanfaatkan aplikasi *sharing knowledge* yang tersedia dalam aplikasi *knowledge management*.

methods are also implemented through an internal application (<http://recruitment.inaport4.co.id>).

3. Competence and career development systems  
The career path is implemented based on integrated Talent Management and is designed to improve employee performance through an effective process for selecting, developing, utilizing and retaining employees who have skills and talents in order to meet the needs of today's and future organizations. Governance in talent management is carried out by:
  - a. Talent Committee for talent management at officials one level below the Board of Directors (BOD-1);
  - b. Job Advisory Team, for talent management at structural and functional levels;
  - c. HR Division, Sub-Directorate for HR Planning and Development for talent management at the level of non-structural employees.
4. Education System  
Education and training are carried out to support the improvement of employees' competencies so that they can achieve company targets. Types of education and training programs that have been prepared based on the company's strategic plan (*renstra*), the results of learning need analysis (LNA) and training need analysis (TNA) are listed in the calendar consisting of:
  - a. Managerial Training
  - b. Core Competency Training
  - c. Role Competency Training
  - d. Functional Training
  - e. Improvement of Diploma / Formal Education
  - f. Certification
  - g. Management Trainee
  - h. Retirement Preparation Training
  - i. Other HR Development Programs

In addition to the training above, employees are given the opportunity to improve their competence through comparative studies, certification programs and knowledge sharing, either directly or using the *knowledge sharing* application available in the *knowledge management* application.



#### 5. Sistem Manajemen Kinerja

Manajemen kinerja karyawan dilakukan untuk menyalurkan target kinerja perusahaan dan unit, sekaligus memotivasi karyawan dalam meningkatkan kompetensi dan kontribusinya bagi Perseroan.

#### 6. Sistem Penghargaan

Penghargaan diberikan kepada pegawai dalam rangka menumbuhkan motivasi bagi pegawai untuk selalu berprestasi dan berkinerja ekselen.

#### 7. Sistem Hubungan Industrial

Hubungan industrial bertujuan menciptakan hubungan yang aman dan harmonis antara pihak-pihak yang terlibat dalam hubungan industrial sehingga dapat meningkatkan produktivitas Perseroan. Prinsip yang dipegang adalah professional, harmonis dan transparan.

Permasalahan yang dibahas adalah permasalahan yang berkaitan langsung dan tidak langsung dengan hubungan kerja antara pegawai, manajemen dan pemerintah.

### Rekrutmen Karyawan

Perseroan mempunyai prinsip kesetaraan dalam menyeleksi sumber daya manusia yang profesional, dengan memberikan kesempatan yang sama kepada calon karyawan tanpa membedakan suku, agama, ras dan golongan. Untuk memenuhi kebutuhan Perseroan sesuai dengan perubahan kondisi bisnis, Perseroan telah memiliki beberapa program untuk memenuhi kebutuhan tersebut. Pada tahun 2020, melanjutkan kegiatan rekrutment yang dilakukan pada tahun 2020 untuk mendapatkan insan Perseroan yang berdaya saing tinggi dan mampu menjawab tantangan bisnis Perseroan, telah diperoleh Calon Pegawai Dalam Masa Training (CPDMT) sebanyak 23 orang yang terdiri dari rekrutmen umum tenaga pandu, rekrutmen Putra-Putri Papua dan Pro Hire.

#### 5. Performance Management System

Employee performance management is carried out to align company and unit performance targets, as well as to motivate employees to improve their competence and contribution to the Company.

#### 6. Reward System

Awards are given to employees to motivate them to continue to excel and perform excellently.

#### 7. Industrial Relations System

Industrial relations aims to create a safe and harmonious relationship between the parties involved in industrial relations so that the Company's productivity can increase. This relationship holds professional, harmonious and transparent principles.

The problems discussed are issues that are directly and indirectly related to the working relationship between employees, management and the government.

### Employee Recruitment

The Company adopts the principle of equality in selecting professional human resources by providing equal opportunities to prospective employees regardless of their ethnicity, religion, race and class. To meet the needs of the Company in accordance with changing business conditions, the Company has several programs to meet these needs. Recruitment was carried out in 2020 to attract Company personnel who were highly competitive and able to answer the Company's business challenges. This recruitment resulted in 23 Prospective Employee in the Training Period (CPDMT) consisting of general recruitment of scouts, recruitment of Papuan Boys and Girls and Pro Hire.



## Kesejahteraan Karyawan

Sistem penghargaan dan remunerasi diarahkan untuk meningkatkan kompetensi pegawai yang berdampak pada pencapaian kinerja Perseroan, dimana penghargaan yang lebih baik akan diterima oleh orang yang menunjukkan kompetensi dan kinerja yang lebih baik, Perseroan menerapkan metode berbasis 3P yaitu *pay for person*, *pay for position* dan *pay for performance*. Penggunaan metode ini diharapkan dapat mendorong pegawai untuk lebih termotivasi dalam kerja serta meningkatkan prinsip keadilan dalam pemberian imbalan bagi pegawai.

Perseroan memberikan fasilitas dan bantuan kepada pegawai setara dan kompetitif dengan industri sejenis, selain memberikan gaji, komponen kesejahteraan pegawai terdiri dari berbagai tunjangan yang diatur lebih lanjut dengan Keputusan Direksi. Tunjangan-tunjangan tersebut antara lain :

## Employee welfare

The reward and remuneration system is aimed at improving employee competence and enhancing the Company's performance achievement. A better reward will encourage the workers who receive it to show better competence and performance. The Company applies the 3P-based method, namely *pay for person*, *pay for position* and *pay for performance*. This method is expected to encourage employees to be more motivated at work and increase the principle of fairness in providing rewards for employees.

The Company provides facilities and assistance to employees on an equal and competitive basis with similar industries. Apart from salaries, the employee welfare component consists of various allowances which are further regulated by a Decree of the Board of Directors. These allowances include:

1. Tantiem  
Tantiem ditetapkan berdasarkan estimasi manajemen Perseroan dan disahkan dalam Rapat umum Pemegang Saham ("RUPS"), serta dibukukan sebagai beban (*expense*) tahun berjalan.
2. Bonus  
Bonus ditetapkan berdasarkan estimasi manajemen Perseroan dan disahkan oleh Rapat umum Pemegang saham ("RUPS"), dibukukan sebagai beban (*expense*) tahun berjalan.
3. Cuti Besar dan Cuti Tahunan  
Perseroan memberikan kesempatan cuti tahunan (selama 12 hari per tahun) dan cuti besar (selama 30 hari). untuk melengkapi pelaksanaan cuti tersebut, Perseroan memberikan tunjangan cuti tahunan dan cuti besar.

## Beban Manfaat Karyawan

Perseroan melaksanakan program manfaat karyawan yang terdiri dari:

1. Program Pensiun  
Perseroan menyelenggarakan program pensiun manfaat pasti (*defined benefit*) untuk seluruh karyawan tetap. Dalam program ini, manfaat pensiun yang akan dibayarkan dihitung berdasarkan gaji pokok terakhir dan masa kerja karyawan. Program manfaat pensiun ini dikelola oleh Dana Pensiun Perseroan Pelabuhan dan Pengerukan (DP4) yang akta pendiriannya telah disahkan oleh menteri Keuangan Republik Indonesia dengan Surat Keputusannya no.KEP- 248/Km.6/2002, tanggal 21 Oktober 2002, sesuai dengan ketentuan pasal 7 ayat (2) undang-undang no. 11 Tahun 1992 tentang "Dana Pensiun".

Perseroan juga menyelenggarakan Program Pensiun luran Pasti (PPIP) melalui Keputusan Direksi nomor KD 20 tahun 2004 tanggal 24 September 2004 dan telah diubah dengan KD 14 tahun 2006 tanggal 1 Juli 2006. Pada awalnya peserta yang ikut dalam program pensiun tersebut adalah pegawai yang diangkat mulai 1 Januari 2002. Program pensiun PPIP dikelola oleh Dana Pensiun lembaga Keuangan (DPIK) PT Bank negara Indonesia (Persero) berdasarkan pemanfaatan layanan program pensiun antara Perseroan dengan PT Bank negara Indonesia

1. Tantiem  
The bonus is determined based on the estimation of the Company's management and legalized at the General Meeting of Shareholders ("GMS"), and is recorded as an expense for the current year.
2. Bonuses  
The bonus is determined based on an estimate from the Company's management, legalized by the General Meeting of Shareholders (GMS) and recorded as an expense (*expense*) for the current year.
3. Long rest and annual leave  
The Company provides the opportunity for annual leave (for 12 days per year) and long rest (for 30 days). To complete the implementation of the leave, the Company provides allowances for annual leave and long rest.

## Employee Benefit Expenses

The Company implements an employee benefit program which consists of:

1. Pension Program  
The Company maintains a defined benefit pension plan for all permanent employees. Under this program, the pension benefits to be paid are calculated based on the last basic salary and years of service of the employees. This pension benefit program is managed by Pension Plans of Ports and Stock Companies (DP4) whose establishment deed was approved by the Minister of Finance of the Republic of Indonesia through Decree No. KEP- 248 / Km.6 / 2002, October 21, 2002, in accordance with the provisions Article 7 paragraph (2) of Law no. 11 of 1992 concerning "Pension Fund".

The Company also organizes Defined Contribution Pension Plans (PPIP) through Directors Decree number KD 20 of 2004 dated September 24, 2004 and has been amended by KD 14 of 2006 dated July 1, 2006. Initially participants who took part in the pension program were employees who were appointed January 1, 2002. The PPIP pension program is managed by the Financial Institution Pension Fund (DPLK) of PT Bank Negara Indonesia (Persero) based on the use of pension program services between the Company and PT Bank Negara

(Persero) Tbk, masing- masing no. 066/DIK/1/2004 dan no. 17/KB.305/7/DT-2004, tanggal Oktober 2004.

## 2. Program Manfaat Karyawan Lainnya

Perseroan juga memberikan imbalan pasca kerja lain tanpa pendanaan berupa uang pesangon, penghargaan masa kerja, penggantian hak dan penghargaan/tabungan purna jabatan kepada karyawan yang memenuhi persyaratan sesuai dengan kebijakan Perseroan. Imbalan program ini ditentukan berdasarkan penghasilan dan masa kerja karyawan. Tidak terdapat pendanaan yang disisihkan oleh Perseroan sehubungan dengan imbalan kerja ini.

Perseroan membukukan Program manfaat Karyawan yang diatur dalam undang-undang Ketenagakerjaan no. 13 tahun 2003. Kewajiban atas masa kerja lalu diestimasi dengan menggunakan metode Projected unit Credit berdasarkan asumsi aktuarial jangka panjang.

Aplikasi PSAK 24 (Revisi 2010) mengatur akuntansi dan pengungkapan imbalan kerja karyawan yang mengharuskan Perseroan untuk mengakui kewajiban jika pekerja telah memberikan jasanya kepada Perseroan dan berhak memperoleh imbalan kerja yang akan dibayarkan masa depan untuk seterusnya diperlakukan sebagai beban Perseroan jika menikmati manfaat ekonomis yang dihasilkan dan diberikan oleh karyawan yang berhak memperoleh imbalan kerja.

Pada dasarnya imbalan kerja karyawan diklasifikasikan menjadi 3 (tiga) jenis imbalan kerja meliputi : imbalan kerja jangka pendek, imbalan pasca kerja dan imbalan kerja jangka panjang. Perhitungan imbalan pasca kerja dan imbalan kerja jangka panjang dilakukan oleh jasa konsultan aktuaris yang ditunjuk dan ditetapkan oleh Perseroan sesuai dengan ketentuan yang berlaku. Perseroan memiliki kebijakan untuk memberikan imbalan pasca kerja dan imbalan kerja jangka panjang lainnya kepada para karyawan. Imbalan pasca kerja dilaksanakan oleh Perseroan melalui skema program dana pensiun manfaat pasti melalui Dana Pensiun Perusahaan Pelabuhan dan Pengerukan (DP4).

Indonesia (Persero) Tbk, respectively no. 066 / DIK / 1/2004 and no. 17 / KB.305 / 7 / DT-2004, dated October 2004.

## 2. Other Employee Benefit Programs

The Company also provides other post-employment benefits without funding in the form of severance pay, long service awards, replacement of rights and rewards / post-service savings to employees who meet the requirements in accordance with Company policy. The benefits of this program are determined based on the employee's salary and years of service. There is no funding set aside by the Company in connection with this employee benefit.

The Company records an Employee Benefit Program as regulated in the Manpower Act no. 13 of 2003. Liabilities for past service years are estimated using the Projected Unit Credit method based on long-term actuarial assumptions.

The application of PSAK 24 (Revised 2010) regulates the accounting and disclosure of employee benefits, which requires the Company to recognize the obligation if the employee has rendered his services to the Company and is entitled to receive employee benefits to be paid in the future and is treated as a burden on the Company if he enjoys the resulting economic benefits and given by employees who are entitled to employee benefits.

Basically, employee employee benefits are classified into 3 (three) types of employee benefits including: short-term employee benefits, post-employment benefits and long-term employee benefits. The calculation of post-employment benefits and long-term employee benefits is carried out by actuary consultant services appointed and determined by the Company in accordance with applicable regulations. The Company has a policy to provide post-employment benefits and other long-term employee benefits to employees. Post-employment benefits are implemented by the Company through a defined benefit pension fund scheme through Pension Plans of Ports and Stock Companies (DP4).



Program Dana Pensiun manfaat Pasti adalah program pensiun yang menetapkan jumlah manfaat pensiun, yang akan diterima oleh karyawan pada saat pensiun, setelah memperhitungkan faktor usia, masa kerja dan jenjang kepangkatan (golongan) dan nilai kompensasi.

Pembayaran kontribusi (iuran dana pensiun) kepada Dana Pensiun Perusahaan Pelabuhan dan Pengerukan (DP4) dibiayai oleh karyawan (Peserta) dan Perseroan (Pemberi Kerja). Iuran Dana Pensiun (IDP) beban peserta ditetapkan sebesar 5% dari penghasilan dasar pensiun dan kontribusi Perseroan. IDP beban pemberi kerja ditetapkan berdasarkan perhitungan aktuaria sesuai dengan kebutuhan dana bagi pembiayaan Program Pensiun setelah dikurangi IDP beban peserta. Perhitungan aktuaria dilakukan secara berkala, sekurang-kurangnya sekali dalam tiga tahun.

Defined Benefit Pension Fund Program is a pension program that determines the amount of pension benefits, which will be received by employees at retirement after taking into account the factors of age, years of service and rank (class) and the value of compensation.

The contribution payment (pension fund contribution) to Pension Plans of Ports and Stock Companies (DP4) is financed by the employee (Participant) and the Company (Employer). Participants' Pension Fund Contribution (IDP) is set at 5% of the basic pension income and contribution of the Company. IDP expenses for employers are determined based on actuarial calculations according to the need for funds for the financing of the Pension Program after deducting the IDP expenses for participants. Actuarial calculations are carried out periodically, at least once in three years.



## TEKNOLOGI INFORMASI

### Information Technology



Pengembangan TI secara khusus berfokus pada transformasi teknologi informasi (TI) melalui digitalisasi. Hal ini menguatkan fungsi strategis TI dan perannya secara langsung dalam pelaksanaan inisiatif bisnis Pelindo IV.

IT development focuses on information technology (IT) transformation through digitization. This transformation will strengthen the strategic function and role of IT directly in the implementation of Pelindo IV's business initiatives.



Tata kelola teknologi informasi merupakan tanggungjawab pihak manajemen didalam Perseroan, sehingga Teknologi Informasi dapat menjadi lebih efektif dan efisien dalam mendukung proses bisnis yang dijalankan tersebut.

Tata Kelola Teknologi Informasi bertujuan untuk mengontrol penggunaannya dalam memastikan bahwa kinerja teknologi informasi memenuhi dan sesuai dengan tujuan, sebagai berikut:

1. Menyelaraskan teknologi informasi dengan strategi Perseroan serta realisasi dari keuntungan-keuntungan yang telah dijanjikan dari penerapan teknologi informasi
2. Penggunaan teknologi informasi memungkinkan Perseroan mengambil peluang-peluang yang ada, serta memaksimalkan pemanfaatan TI dalam memaksimalkan keuntungan dari penerapan TI tersebut.
3. Bertanggungjawab terhadap penggunaan sumber daya TI.
4. Manajemen risiko-risiko yang ada terkait teknologi informasi secara tepat.

### Area Fokus Pengelolaan Teknologi Informasi

Pelindo IV fokus dalam proses pengelolaan teknologi Informasi dengan area utama:

1. Segment bisnis inti perusahaan seperti layanan kapal, layanan barang, layanan penumpang dan layanan lainnya dalam lingkup jasa kepelabuhanan
2. Ikut aktif dalam mendukung kebijakan pemerintah dalam penerapan National Logistic Ecosystem (NLE).
3. Digitalisasi seluruh proses layanan bisnis baik internal maupun external sebagai bentuk kebijakan manajemen dalam mengikuti trend teknologi ind 4.0.

The Company's management is responsible for managing information technology so that it can support business processes effectively and efficiently.

Information Technology Governance is necessary to ensure information technology performance meets and complies with the following objectives:

1. Align information technology with the Company's strategy and the realization of the benefits promised by the application of information technology
2. The maximum use of information technology allows the Company to grab more available opportunities.
3. Responsible for the use of IT resources.
4. Manage risks related to information technology appropriately.

### Information Technology Management Focus Area

Pelindo IV focuses the information technology management process on:

1. The company's core business segments, such as ship services, freight services, passenger services and other services within the scope of port services.
2. Implementation of the National Logistic Ecosystem (NLE) to support government policies.
3. Digitalization of all business service processes, both internal and external, as a form of management policy in following the technology trend 4.0.





## Pedoman Teknologi Informasi

Pedoman teknologi Informasi di Pelindo IV merujuk pada:

1. Anggaran Dasar Perusahaan
2. Peraturan Menteri BUMN NOMOR PER-02/MBU/2013 Tentang Panduan Penyusunan Pengelolaan Teknologi Informasi BUMN.
3. Peraturan Menteri Negara BUMN Nomor: PER-01/MBU/2011 Tanggal 1 Agustus 2011 Tentang Penerapan Tata Kelola Perusahaan Yang Baik (Good Corporate Governance) Pada BUMN Sebagaimana Diubah Terakhir Melalui Peraturan Menteri BUMN Nomor: PER-09/MBU/2012 Tanggal 6 Juli 2012 Tentang Perubahan Atas Peraturan Menteri BUMN Nomor: PER-01/MBU/2011 Tentang Penerapan Tata Kelola Perusahaan Yang Baik (Good Corporate Governance) Pada BUMN

## Information Technology Guidelines

Information technology guidelines at Pelindo IV refer to:

1. Articles of Association of the Company
2. Regulation of the Minister for State-Owned Enterprises No. PER-02 / MBU / 2013 concerning Guidelines for the Preparation of Information Technology Management for SOEs.
3. Regulation of the Minister for State-Owned Enterprises No. PER- 01 / MBU / 2011 dated 1 August 2011 concerning the Implementation of Good Corporate Governance in SOEs, as Last Amended by Regulation of the Minister for State-Owned Enterprises No. PER-09 / MBU / 2012 dated 6 July 2012 concerning Amendments to the Minister for State-Owned Enterprises No. PER-01 / MBU / 2011 concerning the Implementation of Good Corporate Governance in SOEs.



## Pencapaian Program Kerja Teknologi Informasi

Rencana strategis di bidang teknologi informasi pada tahun 2020 adalah digitalisasi layanan bisnis perusahaan pada segment Pelayanan Kapal dengan mengimplementasikan aplikasi *Vessel Service System* Pelindo IV di 7 cabang yang terdapat pada wilayah operasi Pelindo IV.

## Kinerja Operasional Teknologi Informasi

Pelindo IV terus menguatkan fungsi strategis teknologi informasi (TI) dan perannya secara langsung dalam pelaksanaan inisiatif bisnis Perseroan. Strategi pengembangan TI pun dipastikan sejalan dengan tujuan usaha secara keseluruhan agar sistem mampu mengakomodasi peningkatan lalu lintas data, menghantarkan koneksi yang stabil, maupun mengantisipasi pengembangan aplikasi internal. Berikut adalah kinerja operasional TI tahun 2020 :

1. Peningkatan lebar pita data jaringan komunikasi internet dalam rangka peningkatan kualitas layanan akses data bagi pengguna internal maupun eksternal dalam mengakses aplikasi layanan jasa kepelabuhanan.
2. Implementasi layanan video conference dilingkungan perusahaan menjadi sebuah solusi menjalankan kegiatan perusahaan di masa pandemic seperti sekarang ini.

## Program Pengembangan Teknologi Informasi

Dengan perkembangan digitalisasi yang akan semakin pesat, pemanfaatan teknologi yang kian luas di semua aspek kehidupan serta penetrasi internet yang semakin bertambah, Pelindo IV membangun kerangka sistem yang adaptif melalui implementasi teknologi TI terbaru. Ditopang oleh kekuatan TI Perseroan mampu mewujudkan komitmennya memberikan layanan dengan lebih cepat dan tepat kepada semua pelanggan. Untuk itu tahun 2020 telah dilakukan berbagai pengembangan diantaranya :

## Achievement of Information Technology Work Program

The strategic plan in the information technology sector in 2020 was the digitization of the company's business services in the Ship Service segment through the implementation of the Pelindo IV Vessel Service System application in 7 branches located in the Pelindo IV operating area.

## Information Technology Operational Performance

Pelindo IV continues to strengthen the strategic function and role of information technology (IT) directly in the implementation of the Company's business initiatives. The IT development strategy is ensured to be in line with the overall business objectives so that the system is able to accommodate increased data traffic, deliver a stable connection, and anticipate the development of internal applications. The following is the IT operational performance in 2020:

1. Increasing the data bandwidth of the internet communication network to improve the quality of data access services for internal and external users in accessing port service applications.
2. Implementation of video conferencing services in corporate environments as a solution for corporate activities during the pandemic.

## Information Technology Development Program

With the increasingly rapid development of digitalization, widespread use of technology in all aspects of life and increasing internet penetration, Pelindo IV is building an adaptive system framework through the implementation of the latest IT technology. Supported by the strength of IT, the Company is able to realize its commitment to provide faster and more precise services to all customers. For this reason, various developments had been carried out in 2020 including:

TABEL POGRAM PENGEMBANGAN TEKNOLOGI INFORMASI Table of Information Technology Development Program			
No	Program Operasional Program	Fungsi & Manfaat	Functions & Benefits
1	VessP4	Aplikasi pelayanan kapal yang berbasis web dan mobile dan terintegrasi dengan logistic ecosystem nasional inaportnet.	Web and mobile-based ship service applications integrated with the inaportnet national logistic ecosystem.
2	DEPONAP4	Aplikasi pelayanan barang konsolidasi pada Pelabuhan konvensional berbasis web dan mobile untuk memudahkan petugas operasional dalam melaksanakan kegiatan bisnis.	Consolidated goods service applications at conventional ports based on web and mobile to facilitate operational officers in carrying out business activities.
3	Inaportnet	Integrasi layanan jasa kepelabuhanan antara Regulator yaitu Kementerian Perhubungan dengan BUP untuk mendukung program National Logistic Ecosystem (NLE)	Integration of port services between Regulators, namely the Ministry of Transportation, and BUP to support the National Logistic Ecosystem (NLE) program.
4	MyTOS	Implementasi aplikasi TOS pada terminal petikemas ambon demi meningkatkan kualitas layanan operasional pelayanan petikemas kepada pengguna jasa.	Implementation of the TOS application at the Ambon Container Terminal to improve the quality of container service operational services.
5	PLUS	Aplikasi Plus merupakan sebuah aplikasi yang dibuat secara mandiri oleh PT Pelindo IV dengan tujuan kemudahan serta akuntabilitas pelaksanaan kegiatan pelayanan barang dan aneka usaha lainnya pada Pelabuhan multipurpose di lingkungan PT Pelindo IV	The Plus application is an application created independently by PT Pelindo IV to simplify and increase the accountability of the implementation of goods services and various other businesses at the Multipurpose Port within PT Pelindo IV.

## Tatakelola TI Pelindo IV

Pelaksanaan Tatakelola TI Pelindo IV dilaksanakan untuk tujuan-tujuan sebagai berikut:

1. Membuat kerangka kerja TI yang sejalan dengan tata kelola perusahaan. Ini dilakukan dengan menjaga keselarasan antara tata kelola TI dengan peraturan dan regulasi yang ada.
2. Membangun pemahaman Pengelola Perusahaan agar memahami pentingnya masalah-masalah strategis TI. Ini dilakukan dengan memperkenalkan potensi-potensi yang dimiliki TI untuk berkontribusi bagi kemajuan Perseroan.
3. Membuat pencapaian kinerja dan nilai tambah yang maksimum. Pengelola TI harus mampu menyediakan nilai tambah maksimum bagi proses bisnis Perseroan dan meyakinkan bahwa usaha yang maksimum telah dilakukan untuk

## Pelindo IV IT Governance

Pelindo IV's IT Governance is implemented for the following purposes:

1. Create an IT framework that is in line with corporate governance. This is done by maintaining harmony between IT governance and existing rules and regulations.
2. Encourage Company Managers to understand the importance of IT strategic issues. This is done by introducing the potential of IT to contribute to the progress of the Company.
3. Maximizing the achievement of performance and added value. IT managers must be able to provide maximum added value to the Company's business processes and ensure that maximum effort has been made to make this possible. This can be done with

memungkinkan hal tersebut. Hal ini dapat dilakukan dengan pendekatan-pendekatan yang tertib pada manajemen proyek dan program kerja yang baik.

4. Membuat manajemen sumber daya dan manajemen risiko yang baik. Pengelola TI harus dapat melakukan alokasi sumber daya yang baik dan manajemen risiko yang memperhitungkan risiko dalam menjalankan fungsi-fungsi TI. Ini dapat dicapai dengan bantuan *Risk Assessor*.

an orderly approach to good project management and work programs.

4. Manage resources and risks properly. IT managers must be able to allocate resources properly and take into account the risks in carrying out IT functions. This can be achieved with the help of a *Risk Assessor*.



# ANALISA & PEMBAHASAN MANAJEMEN

## Management Discussion & Analysis



Tahun 2020, Kinerja keuangan Perseroan tetap menunjukkan catatan yang positif. Hal ini terlihat dari sisi laporan posisi keuangan maupun laporan laba rugi dan penghasilan komprehensif perusahaan.

In 2020, the Company's financial performance continues to show a positive note. This can be seen from the side of the statement of financial position as well as the statement of profit and loss and comprehensive income of the company.







## TINJAUAN PEREKONOMIAN

### Economic Overview



**Pemerintah Indonesia sendiri telah mengambil berbagai langkah extraordinary untuk melindungi masyarakat dan perekonomian di tengah wabah COVID-19. Kebijakan fiskal menjadi salah satu instrumen kebijakan utama Pemerintah untuk menghadapi pandemi.**

The Indonesian government itself has taken extraordinary steps to protect society and the economy amid the COVID-19 outbreak. Fiscal policy is one of the Government's main policy instruments to deal with a pandemic.







Tekanan yang dihadapi ekonomi global akibat COVID-19 berada pada *magnitude* yang sangat tinggi dan terburuk sejak krisis keuangan global di 2008/2009. IMF mengestimasi potensi kerugian dunia akibat pandemi COVID secara kumulatif di tahun 2020 dan 2021 mencapai USD9 triliun atau lebih besar dari gabungan ukuran ekonomi Jepang dan Jerman. Data *composite index*, yang merupakan indeks gabungan kondisi sektor riil, sektor keuangan dan indikator kepercayaan, serta *confidence index global*, yang merupakan indikator keyakinan pelaku usaha dan konsumen atas kondisi ekonomi global, menunjukkan indikasi pemburukan ekonomi tersebut sangat mungkin terjadi. Disrupsi terjadi pada aktivitas ekonomi di sektor riil maupun keuangan, yang memukul baik individu (konsumen) hingga perusahaan (bisnis), serta dialami oleh negara maju maupun negara berkembang. Dalam waktu yang terhitung singkat sejak COVID-19 merebak (kurang dari 4 bulan), aktivitas manufaktur dan jasa di berbagai negara terkonsentrasi. Jumlah pengangguran membumbung, bahkan klaim pengangguran baru di AS mencapai 22 juta dalam kurun waktu 4 pekan di bulan April 2020. Kontraksi pertumbuhan ekonomi juga mengancam banyak negara, seperti Tiongkok yang pada triwulan pertama 2020 tumbuh -6,8 persen.

Negara-negara maju diperkirakan akan menjadi kelompok yang mengalami kontraksi terdalam. IMF memperkirakan pertumbuhan ekonomi AS, Euro Area dan Jepang, misalnya, akan tumbuh negatif masing-masing di tingkat -5,9 persen, -7,5 persen, dan -5,2 persen. Sementara untuk Tiongkok, India, dan ASEAN-5

The pressure facing the global economy due to COVID-19 is of a very high magnitude and is the worst since the global financial crisis in 2008/2009. The IMF estimates that the cumulative potential world losses due to the COVID-19 pandemic in 2020 and 2021 will reach USD9 trillion, greater than the combined economy of Japan and Germany. The composite index data, which is a composite index of conditions in the real sector, financial sector, indicators of confidence, and global confidence index, which is an indicator of business and consumer confidence in global economic conditions, indicates that this economic deterioration is very likely to occur. Disruption occurs in economic activity in the real and financial sectors, affecting individuals (consumers) to companies (businesses), and is experienced by both developed and developing countries. In the relatively short time since COVID-19 broke out (less than 4 months), manufacturing and service activities in various countries contracted. The number of unemployed has soared, even new jobless claims in the US reached 22 million in a period of 4 weeks in April 2020. Contraction in economic growth also threatens many countries, such as China, which in the first quarter of 2020 grew -6.8 percent.

Developed countries are expected to experience the deepest contraction. The IMF estimates that the economic growth of the US, Euro Area and Japan, for example, will grow negatively at the rates of -5.9 percent, -7.5 percent and -5.2 percent, respectively. Meanwhile, the economic growth of China, India and ASEAN-5 is



lembaga tersebut memperkirakan pertumbuhan ekonomi di tingkat 1,2 persen, 1,9 persen dan -0,6 persen. Proyeksi IMF tersebut mengasumsikan pandemi secara gradual akan mereda di semester ke-2 2020. Ketidakpastian yang tinggi juga terlihat dari divergensi proyeksi pertumbuhan ekonomi Indonesia oleh beragam institusi. Proyeksi pemburukan ekonomi global tersebut membuat banyak negara melakukan berbagai langkah kebijakan ekonomi luar biasa untuk mengatasi dampak sosial ekonomi dari pandemi.

Pemerintah Indonesia sendiri telah mengambil berbagai langkah *extraordinary* untuk melindungi masyarakat dan perekonomian di tengah wabah COVID-19. Kebijakan fiskal menjadi salah satu instrumen kebijakan utama Pemerintah untuk menghadapi pandemi. Presiden RI telah menginstruksikan agar prioritas kebijakan APBN di tahun 2020 fokus pada tiga hal, yakni menjaga kesehatan masyarakat, melindungi daya beli khususnya masyarakat golongan tidak mampu melalui penguatan dan perluasan jaring pengaman sosial, serta melindungi dunia usaha dari kebangkrutan. Di akhir Februari 2020, ketika wabah COVID-19 masih sangat terkonsentrasi di Tiongkok, Pemerintah mengeluarkan stimulus ekonomi senilai Rp8,5 triliun yang secara khusus diarahkan ada percepatan belanja khususnya bantuan sosial dan belanja modal, mendorong sektor padat karya, perluasan kartu sembako serta insentif untuk sektor pariwisata sebagai sektor terdampak.

Selama tiga bulan pertama di tahun 2020, secara nominal terjadi kontraksi impor mencapai -3,7 persen. Impor barang konsumsi yang sempat tumbuh positif di bulan Januari, kembali mengalami kontraksi cukup dalam di bulan Februari walaupun sedikit tumbuh di bulan Maret. Impor bahan baku dan impor barang modal yang memiliki porsi sekitar 75 persen dan 15 persen, masih mengalami pertumbuhan negatif. Penurunan tersebut disebabkan oleh penurunan harga dan volume mengindikasikan lemahnya kegiatan ekonomi domestik.

Tentu kondisi diatas berpengaruh baik langsung maupun tidak langsung kepada Perseroan. Berbagai kegiatan operasional pelabuhan tersibuk dan terpenting di dunia dibatasi guna menekan penyebaran Covid-19 sehingga penurunan trafik logistik pun tak bisa dihindarkan tidak terkecuali juga bagi Perseroan. Bahkan pelabuhan di

estimated at the levels of 1.2 percent, 1.9 percent and -0.6 percent. The IMF projection assumes that the pandemic will gradually subside in the second half of 2020. High uncertainty is also evident from the divergence in Indonesia's economic growth projection by various institutions. The projection of the global economic deterioration has led many countries to undertake various extraordinary economic policies to deal with the socio-economic impact of the pandemic.

The Indonesian government has taken extraordinary steps to protect society and the economy amid the COVID-19 outbreak. Fiscal policy is one of the Government's main policy instruments to deal with a pandemic. The President of the Republic of Indonesia has instructed that the priorities for the 2020 State Budget policy focus on three things, namely maintaining public health, protecting purchasing power, especially poor people through strengthening and expanding social safety nets, as well as protecting the business world from bankruptcy. At the end of February 2020, when the COVID-19 outbreak was still very concentrated in China, the Government issued an economic stimulus worth RP8.5 trillion which was specifically directed at accelerating spending, especially social assistance and capital spending, encouraging the labor-intensive sector, expanding basic food packages assistance and providing incentives for the tourism sector as one of the sectors affected.

During the first three months of 2020, there was a nominal import contraction of -3.7 percent. Imports of consumer goods grew positively in January, but again experienced a deep contraction in February despite growing slightly in March. Imports of raw materials and imports of capital goods, which respectively account for about 75 percent and 15 percent, are still experiencing negative growth. The decline was due to lower prices and volumes, indicating weak domestic economic activity.

Of course, the conditions above have an effect, either directly or indirectly, on the Company. Various operational activities in the busiest and most important port in the world are limited in order to reduce the spread of Covid-19. This condition resulted in an inevitable decrease in logistics traffic, including for the Company.



Tiongkok, serta pelabuhan lainnya yang memiliki jalur pelayaran utama dunia juga tak mampu menghadang hantaman permasalahan global ini.

In fact, ports that have major shipping lanes in the world, such as in China, are also unable to withstand the impact of this global problem.

## Kinerja Segmen Usaha

Segmen usaha Perseroan dikelompokkan ke dalam segmen usaha Pelayanan Jasa Kapal, Pelayanan Non Petikemas, Pelayanan Petikemas Domestik, Pelayanan Petikemas Internasional, Pelabuhan / Dermaga / Terminal Untuk Kepentingan Sendiri, Operasional Jasa Kepelabuhanan Lainnya, Pemakaian Aset Non Properti Investasi, Pelayanan Logistik / Konsolidasi, Distribusi Barang dan Jasa Forwarding, Jasa Utilitas (Sarana dan Prasarana), Jasa Listrik, Power Plant & Air, Jasa Sewa Lahan dan Bangunan serta Jasa Rupa Rupa Usaha

## Business Segment Performance

The Company's business segments are grouped into the business segments of Ship Services, Non-Container Services, Domestic Container Services, International Container Services, Ports / Jetty / Terminals for Own Interest, Other Port Service Operations, Use of Non-Investment Property Assets, Logistics / Consolidation Services, Distribution Forwarding Goods and Services, Utility Services (Facilities and Infrastructure), Electrical Services, Power Plants & Water, Land and Building Rental Services and Miscellaneous Business Services

KINERJA SEGMENT USAHA PERSEROAN PADA TAHUN 2020 PERFORMANCE OF THE COMPANY'S BUSINESS SEGMENTS IN 2020							
No	Uraian	Tahun Year			Trend %		Description
		2019	RKA 2020	2020	2020 : 2019	2020 : RKA	
<b>A</b>	<b>Pendapatan Usaha</b>						<b>Revenues</b>
1	Pelayanan Jasa Kapal	627.566	651.859	564.974	90,03	86,67	Ship Services
2	Pelayanan Non Petikemas	269.858	167.646	226.252	83,84	134,96	Non Container Services
3	Pelayanan Petikemas Domestik	1.427.067	1.484.021	1.439.965	100,90	97,03	Domestic Container Services
4	Pelayanan Petikemas Internasional	5.426	38.460	43.390	799,66	112,82	International Container Services
5	Pelabuhan / Dermaga / Terminal Untuk Kepentingan Sendiri	630.706	633.257	614.276	97,39	97,00	Port / Pier / Terminal for Own Interest
6	Operasional Jasa Kepelabuhanan Lainnya	194.341	253.917	385.986	198,61	152,01	Other Port Service Operations
7	Pemakaian Aset Non Properti Investasi	57.440	50,427	45.015	78,37	89,27	Use of Non-Investment Property Assets
8	Pelayanan Logistik / Konsolidasi, Distribusi Barang dan Jasa Forwarding	116.850	89.477	63.401	54,26	70,86	Logistics / Consolidation Services, Goods Distribution and Forwarding Services
9	Jasa Utilitas (Sarana dan Prasarana)	113.615	81.339	104.245	91,75	128,16	Utility Services (Facilities and Infrastructure)
10	Jasa Listrik, Power Plant & Air	43.496	37.239	33.831	77,78	90,85	Electrical Services, Power Plant & Water
11	Jasa Sewa Lahan dan Bangunan	44.136	46.908	45.990	104,20	98,04	Land and Building Rental Services
12	Jasa Rupa Rupa Usaha	130.789	107.180	71.899	54,97	67,08	Miscellaneous Business Services
13	Jumlah Pendapatan usaha	3.661.290	3.641.729	3.639.222	99,40	99,93	Total revenue

KINERJA SEGMENT USAHA PERSEROAN PADA TAHUN 2020 PERFORMANCE OF THE COMPANY'S BUSINESS SEGMENTS IN 2020							
No	Uraian	Tahun Year			Trend %		Description
		2019	RKA 2020	2020	2020 : 2019	2020 : RKA	
	Pendapatan Non Usaha	133.399	70.665	79.483	59,58	112,48	Non-Operating Income
<b>B</b>	<b>Total Pendapatan</b>	<b>3.794.690</b>	<b>3.712.394</b>	<b>3.718.705</b>	<b>98,00</b>	<b>100,17</b>	<b>Total income</b>

- Pendapatan pelayanan jasa kapal terealisasi sebesar Rp. 564,97 miliar, tidak mencapai 13,33% atau sebesar Rp. 86,88 miliar dari anggaran Tahun 2020. Bila dibandingkan realisasi periode yang sama tahun lalu tidak mencapai 9,97% atau sebesar Rp. 62,59 miliar. Hal tersebut disebabkan oleh:

  - Terdapat penurunan arus kunjungan kapal di cabang Makassar, Sorong, Bitung, Jayapura, Ternate dan Kendari;
  - Terhentinya pelayanan pemanduan dan penundaan untuk kapal petikemas di Pelabuhan Parepare sebanyak 4 call perbulan.
  - Perubahan mekanisme perhitungan biaya pelayanan jasa penundaan yang sebelumnya perunit kapal tunda menjadi per call kapal di Pelabuhan Makassar, Balikpapan, Samarinda, Bitung dan Ambon (PM 121 Tahun 2018).
  - Belum pulihnya perekonomian akibat Covid 19 masih melanda sebagian besar negara Indonesia menyebabkan daya beli masyarakat semakin menurun.
- Realized domestic container revenues amounted to Rp1.44 trillion, not reaching 2.97% or Rp44.05 billion from the 2020 budget. When compared to the realization for the same period in the same year, there was an increase of 0.90% or Rp12.89 billion. This is caused by:

  - The reduced volume of container activities at several branches, including TPK Makassar (94.44%) and TPK Ambon (95.23%).
  - Reduced volume of Transshipment container activities at TPK Makassar, TPK Bitung branches and cessation of transshipment container activities at Biak Branches;
  - Termination of loading and unloading activities at the Parepare branch by PT Mentari Sejati Perkasa;

- Kurangnya daya beli masyarakat akibat Covid 19 yang melanda Indonesia sehingga sangat berdampak terhadap pengiriman barang kebutuhan pokok dan material bahan bangunan.
3. Pelabuhan/Dermaga/Terminal Untuk Kepentingan Sendiri terealisasi sebesar Rp. 614,27 miliar, tidak mencapai 2,92% atau sebesar Rp. 18,48 miliar dari anggaran Tahun 2020. Bila dibandingkan realisasi periode yang sama tahun lalu tidak mencapai 2,61 % atau sebesar Rp. 16,43 miliar. Ketidackapaian realisasi pendapatan pada tuks disebabkan antara lain:
- Hilangnya Pendapatan Pemanduan di Muara Berau disebabkan Penerapan Surat Edaran No: UM.003/15/2/KSOP.SMD-2019 tentang Pelayanan Pemanduan dan Penundaan Kapal di Wilayah Kerja Kantor Kesyahbandaran dan Otoritas Pelabuhan Kelas II Samarinda, dimana pelayanan pemanduan di STS Muara Berau dilaksanakan sepenuhnya oleh PT Pelabuhan Tiga Bersaudara.
  - Menurunnya produksi dari PT Freeport dan sedikitnya kapal asing dan lokal yang berkegiatan di PT Freeport Indonesia di Cabang Sorong;
  - Beroperasinya BUP baru H.Dini di TUKS Molawe dan Nikel Indonesia (TUKS Konawe) pada Cabang Kendari;
  - Belum teralisasinya pelayanan kegiatan pemanduan dan penundaan kapal di Teluk Bintuni pada Cabang Sorong;
  - Arus kunjungan kapal menurun untuk wilayah PT Badak LNG di cabang Bontang. Adanya dampak kebijakan pemerintah untuk pemenuhan gas dalam negeri sehingga kunjungan kapal asing berkurang serta dampak kebijakan pemerintah untuk kapal-kapal LNG yang semula berbendera asing beralih menjadi berbendera Indonesia;
  - Menurunnya permintaan domestik batubara, khususnya permintaan suplai batubara dari PLN dan disebabkan karena kegiatan maintenance conveyor (s.d September) sehingga mengganggu aktivitas loading batubara di dermaga TBCT di UPK Sangatta.
  - Belum terealisasinya kerjasama pelayanan jasa pemanduan di Bintuni pada Cabang Sorong;
  - Tidak terlaksananya pemanduan di Gebe dan belum maksimalnya pemanduan Tersus Weda, Buli di Pelabuhan Ternate;
3. Port / Pier / Terminal for Own Interest Rp614.27 billion, not reaching 2.92% or Rp18.48 billion from the 2020 budget. When compared to the realization of the same period last year, this figure did not reach 2.61% or Rp16.43 billion. The inadequacy of revenue realization in tuks is caused by, among others:
- Loss of Guiding Revenue in Muara Berau due to the Application of Circular No: UM.003 / 15/2 / KSOP.SMD-2019 concerning Guiding Services and Ship Delays in the Work Area of the Class II Port Authority and Port Authority Office of Samarinda which resulted in scouting services at STS Muara Berau is fully implemented by PT Pelabuhan Tiga Bersaudara.
  - Decrease in production of PT Freeport and the number of foreign and local vessels operating at PT Freeport Indonesia in the Sorong Branch;
  - The operation of H.Dini's new BUP at TUKS Molawe and Indonesian Nickel (TUKS Konawe) in Kendari Branch;
  - Service for scouting and delaying ships in Bintuni Bay at the Sorong Branch has not been realized;
  - Decreased flow of ship visits to the PT Badak LNG area in the Bontang branch. The government's policy for domestic gas fulfillment has resulted in reduced foreign ship visits and LNG vessels, which previously had foreign flags, switched to Indonesian flags;
  - Decreased domestic demand for coal, particularly demand for coal supply from PLN, and conveyor maintenance activities (until September) which disrupted coal loading activities at the TBCT jetty at UPK Sangatta.
  - The cooperation for guiding services in Bintuni at the Sorong Branch has not been realized;
  - Guiding in Gebe was not carried out and the guidance for Tersus Weda, Buli at Ternate Port was not maximal;

4. Operasional Jasa Kepelabuhan Lainnya terealisasi sebesar Rp. 385,98 miliar, mengalami peningkatan 52,01% atau sebesar Rp. 132,06 miliar dari anggaran Tahun 2020. Bila dibandingkan realisasi periode yang sama tahun lalu mengalami peningkatan 98,61% atau sebesar Rp. 191,64 miliar. Hal ini disebabkan:
  - Terealisasinya kegiatan pemanduan kapal tongkang Batubara di Jembatan Tenggarong pada Cabang Samarinda;
  - Adanya penyesuaian tarif pelayanan jasa pemanduan di Tanjung Pasir dan Pulau Bunyu;
  - Pengalihan pos pendapatan TUKS Penundaan ke pos Usaha Kerjasama pada Cabang Bontang;
  - Terealisasinya Kerjasama pelayanan pemanduan di Tersus Sulawesi Regas Satu, Amurang pada Cabang Manado.
5. Jasa Sewa Lahan dan Bangunan/Bagian dari Bangunan terealisasi sebesar Rp. 45,99 miliar, tidak mencapai 1,96% atau sebesar Rp. 918 juta dari anggaran Tahun 2020. Bila dibandingkan realisasi periode yang sama tahun lalu mengalami peningkatan 4,20% atau sebesar Rp. 1,85 miliar. Hal ini disebabkan beberapa Cabang tidak lagi memperpanjang sewa lahan dan bangunan (ATM, Kantin dan Kiosk).
6. Jasa pelayanan Logistic/konsolidasi distribusi barang dan jasa Forwarding hanya terealisasi sebesar Rp. 63,40 miliar, tidak mencapai 29,14% atau sebesar Rp. 26,07 miliar dari anggaran Tahun 2020. Bila dibandingkan realisasi periode yang sama tahun lalu tidak mencapai 45,74% atau sebesar Rp. 53,44 miliar. Tidak tercapainya pendapatan segmen usaha ini dikarenakan adanya kebijakan tentang pemberlakuan tarif *progresif* sehingga ada beberapa Cabang yang melakukan *truck lossing* untuk stripping/stuffing di luar pelabuhan.
7. Jasa Pemakaian Aset Non Properti Investasi terealisasi sebesar Rp. 45,01 miliar, tidak mencapai 10,73% atau sebesar Rp. 5,41 miliar dari anggaran Tahun 2020. Bila dibandingkan realisasi periode yang sama tahun lalu tidak mencapai 21,63% atau sebesar Rp. 12,42 miliar. Hal ini disebabkan oleh:
  - Realization of coal barge guidance activities at the Tenggarong Bridge at the Samarinda Branch;
  - Tariff adjustments for scouting services in Tanjung Pasir and Bunyu Island;
  - Transfer of Postponement TUKS revenue post to Cooperation Business post at Bontang Branch;
  - The realization of cooperation in scouting services in Tersus Sulawesi Regas Satu, Amurang at the Manado branch.
4. Other Port Service Operations were realized in the amount of Rp385.98 billion, an increase of 52.01% or Rp132.06 billion compared to the 2020 budget. When compared with the realization of the same period last year, there was an increase of 98.61% or Rp191.64 billion. This is due to:
  - Realization of coal barge guidance activities at the Tenggarong Bridge at the Samarinda Branch;
  - Tariff adjustments for scouting services in Tanjung Pasir and Bunyu Island;
  - Transfer of Postponement TUKS revenue post to Cooperation Business post at Bontang Branch;
  - The realization of cooperation in scouting services in Tersus Sulawesi Regas Satu, Amurang at the Manado branch.
5. Rental Services for Land and Buildings / Parts of Buildings were realized in the amount of Rp45.99 billion, not reaching 1.96% or Rp918 million from the 2020 budget. When compared with the realization of the same period last year, there was an increase of 4.20% or as much as Rp1, 85 billion. This is due to several branches no longer extending land and building leases (ATM, Canteen and Kiosk).
6. Logistic services / consolidated distribution of goods and forwarding services only realized at Rp63.40 billion, less than 29.14% or Rp26.07 billion from the 2020 budget. When compared to the realization of the same period last year, it did not reach 45.74% or Rp53.44 billion. This business segment's revenue was not achieved due to the progressive tariff policy that forced several branches to conduct truck lossing for stripping / stuffing outside the port.
7. Non-Investment Property Asset Usage Services realized in the amount of Rp45.01 billion, not reaching 10.73% or Rp5.41 billion from the 2020 budget. When compared to the realization of the same period last year, it did not reach 21.63% or Rp12.42 billion. This is caused by:



- Berkurangnya permintaan pengguna jasa untuk pemakaian persewaan alat LLC, Mobile Crane, dan Forklift dan berkurangnya permintaan untuk pemakaian alat bantu bongkar muat akibat berkurangnya jumlah kedatangan kapal penumpang, perintis dan kapal barang yang bertambat di dermaga Pelabuhan Ambon;
  - Berkurangnya permintaan penggunaan persewaan alat, khususnya kran darat di Cabang Makassar, Samarinda dan Ambon;
8. Jasa Utilitas terealisasi sebesar Rp. 104,24 miliar, mengalami peningkatan 28,16% atau sebesar Rp. 22,90 miliar dari anggaran Tahun 2020. Bila dibandingkan realisasi periode yang sama tahun lalu tidak mencapai 8,25% atau sebesar Rp. 9,37 miliar.
9. Jasa Listrik, Power Plant dan Air bersih hanya terealisasi sebesar Rp. 33,83 miliar, tidak mencapai 9,15% atau sebesar Rp. 3,40 miliar dari anggaran Tahun 2020. Bila dibandingkan realisasi periode yang sama tahun lalu tidak mencapai 22,22% atau sebesar Rp. 9,66 miliar. Hal ini disebabkan karena sejak bulan April tahun 2020 sampai dengan saat ini kapal kapal PT Pelni (Persero) banyak yang melakukan portstay akibat dampak dari wabah Covid 19 sehingga tidak mengisi air tawar.
10. Jasa Rupa-Rupa terealisasi sebesar Rp. 64,97 tidak mencapai 39,66% atau sebesar Rp. 42,70 miliar dari anggaran Tahun 2020. Bila dibandingkan realisasi periode yang sama tahun lalu tidak mencapai 49,92% atau sebesar Rp. 64,77 miliar. Hal ini sejalan dengan penjelasan jasa air bersih (point i) di atas.

Secara umum tidak tercapainya pendapatan tahun 2020 sehubungan dengan belum pulihnya perekonomian akibat Covid 19 masih melanda sebagian besar negara Indonesia menyebabkan daya beli masyarakat semakin menurun.

- Decreased use of LLC, Mobile Crane, and Forklift equipment rental services and the use of loading and unloading aids due to the reduced number of arrivals of passenger, pioneer ships and cargo ships moored at Ambon Harbor docks;
- Decreased demand for the use of equipment rentals, especially tower cranes in Makassar, Samarinda and Ambon branches;

8. Realized utility service was recorded at Rp104.24 billion, an increase of 28.16% or Rp22.90 billion from the 2020 budget. When compared to the realization of the same period last year, it did not reach 8.25% or Rp9.37 billion.

9. Electricity, Power Plant and Clean Water Services were only realized in the amount of RP33.83 billion, less than 9.15% or RP3.40 billion of the 2020 budget. When compared to the realization of the same period last year, it did not reach 22.22% or Rp9.66 billion. This is because since April 2020, many ships of PT Pelni (Persero) have been forced to portstay and do not fill fresh water due to the impact of the Covid 19 outbreak.

10. Visual services were realized in the amount of RP64.97, not reaching 39.66% or RP42.70 billion of the 2020 budget. When compared to the realization of the same period last year, this figure did not reach 49.92% or RP64.77 billion. This is in line with the explanation of clean water services (point i) above.

In general, the revenue target for 2020 cannot be achieved because the economy has not yet recovered due to the COVID-19 pandemic which is still hitting most of Indonesia and causing people's purchasing power to decline.

# KINERJA KEUANGAN

## Financial Performance

### Laporan Posisi Keuangan

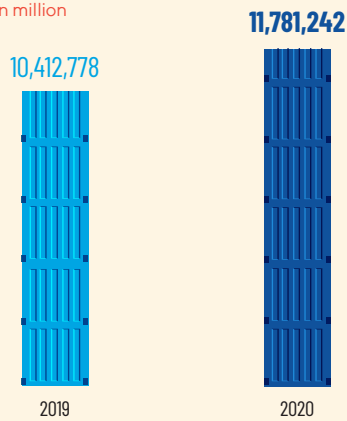
### Statements of Financial Position

Laporan Posisi Keuangan Konsolidasian	2020	2019	Kenaikan/(Penurunan) Increase / (Decrease)		Statements of Financial Position
			Selisih Difference	%	
Aset Lancar	1.217.364	1.093.753	123.611	11,30%	Current assets
Aset Tidak Lancar	10.563.879	9.319.025	1.244.854	13,36%	Non-Current Assets
Jumlah Aset	11.781.242	10.412.778	1.368.465	13,14%	Total assets
Liabilitas Jangka Pendek	856.903	1.093.195	(236.292)	-21,61%	Current Liabilities
Liabilitas Jangka Panjang	4.790.600	3.357.044	1.433.556	42,70%	Non-Current Liabilities
Jumlah Liabilitas	5.647.503	4.450.239	1.197.264	26,90%	Total Liabilities
Ekuitas	6.133.740	5.962.539	171.201	2,87%	Equity

#### ASET

##### Assets

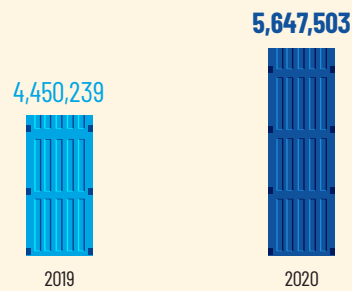
dalam miliar/in million



#### LIABILITAS

##### Liabilities

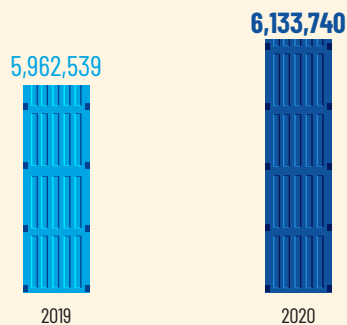
dalam miliar/in million



#### EKUITAS

##### Equity

dalam miliar/in million



## Aset

Jumlah aset Perseroan di tahun 2020 tercatat sebesar Rp11,78 triliun yang terdiri dari 10,33% aset lancar dan 89,67% aset tidak lancar, meningkat Rp1,37 triliun atau 13,14% dibandingkan tahun 2019 sebesar Rp10,41 triliun. Peningkatan yang terjadi seiring dengan peningkatan aset tetap sebesar Rp. 1,00 triliun atau 14,68%.

## Asset

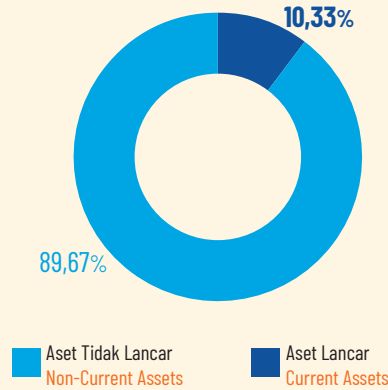
The total assets of the Company in 2020 were recorded at IDR 11.78 trillion consisting of 10.33% current assets and 89.67% non-current assets, an increase of IDR 1.37 trillion or 13.14% compared to 2019 which amounted to IDR 10.41 trillion. The increase that occurred was in line with the increase in fixed assets of Rp. 1.00 trillion or 14.68%.

TABEL ASET TAHUN 2020 DAN 2019 (dalam jutaan Rupiah) ASSETS TABLE 2020 AND 2019 (in millions of Rupiahs)					
ASET	2020	2019	Kenaikan/(Penurunan) Increase / (Decrease)		ASET
			Selisih Difference	%	
<b>Aset Lancar</b>			<b>Current assets</b>		
Kas dan Setara Kas	698.369	495.527	202.841	40,93%	Cash and cash equivalents
Aset Keuangan Lainnya	4.100	2.162	1.938	89,67%	Other Financial Assets
<b>Piutang Usaha - Bersih</b>			<b>Accounts Receivable - Net</b>		
Pihak Ketiga	127.405	194.058	(66.653)	-34,35%	Third party
Pihak Berelasi	4.234	46.531	(42.297)	-90,90%	Related Parties
Piutang Lain-lain	12.658	18.899	(6.241)	-33,02%	Other receivables
Persediaan	16.412	15.499	912	5,89%	Stock
Pajak Dibayar Dimuka	319.341	293.973	25.368	8,63%	Prepaid taxes
Biaya Dibayar Dimuka dan Uang Muka	34.844	27.104	7.741	28,56%	Prepaid Expenses and Advances
Jumlah Aset Lancar	1.217.364	1.093.753	123.611	11,30%	Total Current Assets
<b>Aset Tidak Lancar</b>			<b>Non-Current Assets</b>		
Aset Keuangan Tidak Lancar Lainnya	3.271	1.910	1.361	71,28%	Other Non-Current Financial Assets
Investasi Pada Entitas Asosiasi	33.092	32.969	122	0,37%	Investments in Associates
Properti Investasi	9.890	9.563	328	3,43%	Investment Property
Aset Tetap	7.883.559	6.874.664	1.008.895	14,68%	Fixed assets
Aset Tak Berwujud	2.612.392	2.390.608	221.784	9,28%	Intangible Assets
Aset Hak Guna	11.970	-	11.970	100,00%	Right of Use Assets
Aset Tidak Lancar Lainnya	2.870	2.510	360	14,35%	Other Non-current Assets
Aset Pajak Tangguhan	6.834	6.801	33	0,49%	Deferred tax assets
Jumlah Aset Tidak Lancar	10.563.879	9.319.025	1.244.854	13,36%	Total Non-Current Assets
<b>JUMLAH ASET</b>	<b>11.781.242</b>	<b>10.412.778</b>	<b>1.368.465</b>	<b>13,14%</b>	<b>TOTAL ASSETS</b>

## KOMPOSISI ASET TAHUN 2020

Asset Composition 2020

dalam miliar/in million



## ASET LANCAR

Current Assets

dalam miliar/in million

1,093,753

2019

1,217,364

2020

## ASET TIDAK LANCAR

Non-Current Assets

dalam miliar/in million

9,319,025

2019

10,563,879

2020

### Aset Lancar

Aset lancar Perseroan terdiri dari kas dan setara kas, aset keuangan lainnya, piutang usaha, piutang lain-lain, persediaan, pajak dibayar dimuka, serta biaya dibayar dimuka dan uang muka. Aset lancar di tahun 2020 tercatat sebesar Rp1,22 triliun, meningkat Rp123,61 miliar atau 11,30% dibandingkan tahun 2019 sebesar Rp1,09 triliun. Peningkatan yang terjadi terutama didorong oleh peningkatan kas dan setara kas sebesar Rp. 202,84 miliar atau sebesar 40,93%.

### Kas dan Setara Kas

Kas dan setara kas di tahun 2020 tercatat sebesar Rp698,37 miliar, meningkat Rp202,84 miliar atau 40,93% dibandingkan tahun 2019 sebesar Rp495,53

### Current assets

The Company's current assets consist of cash and cash equivalents, other financial assets, trade receivables, other receivables, inventories, prepaid taxes, prepaid expenses and advances. Current assets in 2020 were recorded at IDR 1.22 trillion, an increase of IDR 123.61 billion or 11.30% compared to 2019 of IDR 1.09 trillion. The increase that occurred was mainly driven by an increase in cash and cash equivalents of Rp. 202.84 billion or 40.93%.

### Cash and cash equivalents

Cash and cash equivalents in 2020 were recorded at Rp.698.37 billion, an increase of Rp202.84 billion or 40.93% compared to 2019 amounting to Rp.495.53



miliar. Peningkatan yang terjadi terutama didorong oleh peningkatan deposito berjangka pihak berelasi.

### Aset Keuangan Lainnya

Aset keuangan lainnya di tahun 2020 tercatat sebesar Rp4,10 miliar, meningkat Rp1,94 miliar atau 89,67% dibandingkan tahun 2019 sebesar Rp22,16 miliar.

### Piutang Usaha

Piutang usaha pihak ketiga di tahun 2020 tercatat sebesar Rp127,41 miliar, menurun Rp66,65 miliar atau 34,35% dibandingkan tahun 2019 sebesar Rp194,06 miliar. Penurunan yang terjadi terutama didorong oleh penurunan piutang usaha PT SPIL sebesar Rp 26,39 miliar.

Piutang usaha pihak berelasi di tahun 2020 tercatat sebesar Rp4,23 miliar, menurun Rp42,30 miliar atau 90,90% dibandingkan tahun 2019 sebesar Rp46,53 miliar. Penurunan yang terjadi terutama didorong oleh penurunan piutang usaha PT Pelni, PT Pertamina dan Wijaya Karya.

### Piutang Lain-lain

Piutang lain-lain di tahun 2020 tercatat sebesar Rp12,66 miliar, menurun Rp6,24 miliar atau 33,02% dibandingkan tahun 2019 sebesar Rp18,90 miliar. Penurunan yang terjadi terutama didorong oleh telah dibayarnya Piutang oleh PT Pengerukan Indonesia (Persero).

### Persediaan

Persediaan di tahun 2020 tercatat sebesar Rp16,41 miliar, meningkat Rp912 juta atau 5,89% dibandingkan tahun 2019 sebesar Rp15,50 miliar.

### Pajak Dibayar Dimuka

Pajak dibayar dimuka di tahun 2020 tercatat sebesar Rp319,34 miliar, meningkat Rp25,37 miliar atau 8,63% dibandingkan tahun 2019 sebesar Rp293,97 miliar.

### Biaya Dibayar Dimuka dan Uang Muka

Biaya dibayar dimuka dan uang muka di tahun 2020 tercatat sebesar Rp34,84 miliar, meningkat Rp7,74 miliar atau 28,56% dibandingkan tahun 2019 sebesar Rp27,10 miliar. Peningkatan yang terjadi terutama didorong oleh meningkatnya permintaan uang muka operasional untuk kebutuhan kegiatan operasional.

billion. The increase was mainly driven by the addition of time deposits with related parties.

### Other Financial Assets

Other financial assets in 2020 were recorded at IDR 4.10 billion, an increase of IDR 1.94 billion or 89.67% compared to 2019 of IDR 22.16 billion.

### Accounts receivable

Accounts receivable from third parties in 2020 was recorded at IDR 127.41 billion, decreased by IDR 66.65 billion or 34.35% compared to 2019 amounting to IDR 194.06 billion. The decline that occurred was mainly driven by a decrease in PT SPIL's trade receivables by Rp 26.39 billion.

Accounts receivable from related parties in 2020 was recorded at IDR 4.23 billion, decreased by IDR 42.30 billion or 90.90% compared to 2019 which amounted to IDR 46.53 billion. The decline that occurred was mainly driven by a decrease in the accounts receivable of PT Pelni, PT Pertamina and Wijaya Karya.

### Other receivables

Other receivables in 2020 were recorded at IDR 12.66 billion, decreased by IDR 6.24 billion or 33.02% compared to 2019 which amounted to IDR 18.90 billion. The decline that occurred was mainly driven by the payment of receivables by PT Pengerukan Indonesia (Persero).

### Stock

Inventories in 2020 were recorded at Rp. 16.41 billion, an increase of Rp. 912 million or 5.89% compared to 2019 which amounted to Rp. 15.50 billion.

### Prepaid taxes

Prepaid taxes in 2020 were recorded at Rp. 319.34 billion, an increase of Rp. 25.37 billion or 8.63% compared to 2019 which amounted to Rp. 293.97 billion.

### Prepaid Expenses and Advances

Prepaid expenses and down payments in 2020 were recorded at IDR 34.84 billion, an increase of IDR 7.74 billion or 28.56% compared to 2019 amounting to IDR 27.10 billion. The increase was mainly driven by the increase in demand for operational advances for operational activities.

## Aset Tidak Lancar

Aset tidak lancar Perseroan terdiri dari aset keuangan tidak lancar lainnya, investasi pada entitas asosiasi, properti investasi, aset tetap, aset tak berwujud, aset hak guna, aset tidak lancar lainnya, dan aset pajak tangguhan. Aset tidak lancar di tahun 2020 tercatat sebesar Rp10,56 triliun, meningkat Rp1,24 triliun atau 13,36% dibandingkan tahun 2019 sebesar Rp9,32 triliun. Peningkatan yang terjadi terutama didorong oleh adanya penambahan jumlah aset sebesar Rp. 1,00 triliun atau 14,68%.

## Aset Keuangan Tidak Lancar Lainnya

Aset keuangan tidak lancar lainnya di tahun 2020 tercatat sebesar Rp3,27 miliar, meningkat Rp1,36 miliar atau 71,28% dibandingkan tahun 2019 sebesar Rp1,91 miliar. Peningkatan yang terjadi terutama didorong oleh adanya uang jaminan pembayaran dan pekerjaan.

## Investasi Pada Entitas Asosiasi

Investasi pada entitas asosiasi di tahun 2020 tercatat sebesar Rp33,09 miliar, meningkat Rp122,42 juta atau 0,37% dibandingkan tahun 2019 sebesar Rp32,97 miliar.

## Properti Investasi

Properti investasi di tahun 2020 tercatat sebesar Rp9,89 miliar, meningkat Rp327,54 juta atau 3,43% dibandingkan tahun 2019 sebesar Rp9,56 miliar.

## Aset Tetap

Aset tetap di tahun 2020 tercatat sebesar Rp7,88 triliun, meningkat Rp1,01 triliun atau 14,68% dibandingkan tahun 2019 sebesar Rp6,87 triliun.

## Aset Tak Berwujud

Aset tak berwujud di tahun 2020 tercatat sebesar Rp2,61 triliun, meningkat Rp221,78 miliar atau 9,28% dibandingkan tahun 2019 sebesar Rp2,39 triliun.

## Aset Hak Guna

Aset hak guna di tahun 2020 tercatat sebesar Rp11,97 miliar, meningkat 100% dibandingkan tahun 2019. Peningkatan yang terjadi terutama didorong oleh diberlakukannya PSAK 73 dan 72 dan berdampak terhadap aset yang disewakan oleh pihak ketiga.

## Non-Current Assets

The Company's non-current assets consist of other non-current financial assets, investments in associates, investment property, fixed assets, intangible assets, right of use of asset, other non-current assets, and deferred tax assets. Non-current assets in 2020 were recorded at IDR 10.56 trillion, an increase of IDR 1.24 trillion or 13.36% compared to 2019 which amounted to IDR 9.32 trillion. The increase that occurred was mainly driven by the growth in total assets of Rp. 1.00 trillion or 14.68%.

## Other Non-Current Financial Assets

Other non-current financial assets in 2020 were recorded at IDR 3.27 billion, an increase of IDR 1.36 billion or 71.28% compared to 2019 which amounted to IDR 1.91 billion. The increase that occurred was mainly driven by the availability of payment and employment guarantees.

## Investments in Associates

Investments in associated entities in 2020 were recorded at Rp. 33.09 billion, an increase of Rp. 122.42 million or 0.37% compared to 2019 which amounted to Rp. 32.97 billion.

## Investment Property

Investment property in 2020 was recorded at IDR 9.89 billion, an increase of IDR 327.54 million or 3.43% compared to 2019 which amounted to IDR 9.56 billion.

## Fixed Assets

Fixed assets in 2020 were recorded at IDR7.88 trillion, an increase of IDR1.01 trillion or 14.68% compared to 2019 which amounted to IDR6.87 trillion.

## Intangible Assets

Intangible assets in 2020 were recorded at Rp2.61 trillion, an increase of Rp221.78 billion or 9.28% compared to 2019 which amounted to Rp2.39 trillion.

## Right of Use of Asset

Right of Use of Asset in 2020 were recorded at Rp. 11.97 billion, an increase of 100% compared to 2019. The increase that occurred was mainly driven by the enactment of PSAK 73 and 72 and had an impact on assets leased by third parties.

## Aset Tidak Lancar Lainnya

Aset tidak lancar lainnya di tahun 2020 tercatat sebesar Rp2,87 miliar, meningkat Rp360,20 juta atau 14,35% dibandingkan tahun 2019 sebesar Rp2,51 miliar.

## Aset Pajak Tangguhan

Aset pajak tangguhan di tahun 2020 tercatat sebesar Rp6,83 miliar, meningkat Rp33,02 juta atau 0,49% dibandingkan tahun 2019 sebesar Rp6,80 miliar.

## Liabilitas

Perseroan mencatat jumlah liabilitas di tahun 2020 sebesar Rp5,65 triliun yang terdiri dari 15,17% liabilitas jangka pendek dan 84,83% liabilitas jangka panjang, meningkat Rp1,20 triliun atau 26,90% dibandingkan tahun 2019 sebesar Rp4,33 triliun. Peningkatan yang terjadi seiring dengan adanya penambahan hutang bank sebesar Rp. 1.38 triliun atau 5.337,71%

## Other Non-current Assets

Other non-current assets in 2020 were recorded at IDR 2.87 billion, an increase of IDR 360.20 million or 14.35% compared to 2019 which amounted to IDR 2.51 billion.

## Deferred tax assets

Deferred tax assets in 2020 were recorded at Rp.6.83 billion, an increase of Rp.33.02 million or 0.49% compared to 2019 which amounted to Rp.6.80 billion.

## Liabilities

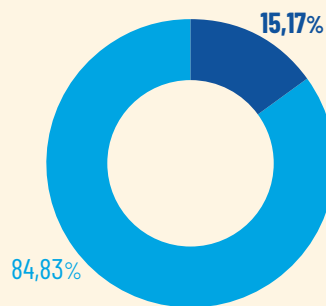
The company recorded total liabilities in 2020 of IDR 5.65 trillion, consisting of 15.17% current liabilities and 84.83% non-current liabilities, an increase of IDR 1.20 trillion or 26.90% compared to 2019 which amounted to IDR 4.33 trillion. The increase that occurred was in line with the addition of bank loans of Rp. 1.38 trillion or 5,337.71%

TABEL LIABILITAS Tahun 2020 dan 2019 (dalam jutaan Rupiah) LIABILITY TABLE 2020 and 2019 (in millions of Rupiahs)					
LIABILITAS	2020	2019	Kenaikan/(Penurunan) Increase / (Decrease)		LIABILITIES
			Selisih Difference	%	
<b>Liabilitas Jangka Pendek</b>			<b>Current Liabilities</b>		
Utang Usaha	278.916	505.574	(226.657)	-44,83%	Accounts payable
Beban Akrual	333.609	339.557	(5.948)	-1,75%	Accrued expense
Utang Pajak	125.787	138.807	(13.020)	-9,38%	Tax debt
<b>Liabilitas Jangka Panjang yang Jatuh Tempo dalam Satu Tahun:</b>			<b>Long-term Liabilities Due in One Year:</b>		
Utang Bank	11.954	11.954	-	0,00%	Bank Loans
Liabilitas Sewa	4.357	253	4.103	1620,42%	Lease Liabilities
Liabilitas Keuangan Jangka Pendek Lainnya	102.280	97.050	5.230	5,39%	Other Current Financial Liabilities
Jumlah Liabilitas Jangka Pendek	856.903	1.093.195	(236.292)	-21,61%	Total Current Liabilities
<b>Liabilitas Jangka Panjang - setelah dikurangi bagian yang jatuh tempo dalam satu tahun:</b>			<b>Non-Current Liabilities - net of current maturities:</b>		
Utang Bank	1.408.423	25.901	1.382.522	5337,71%	Bank Loans
Liabilitas Sewa	8.204	456	7.748	1697,98%	Lease Liabilities
Obligasi	2.996.199	2.995.392	807	0,03%	Bond
Liabilitas Imbalan Kerja	337.776	299.976	37.800	12,60%	Employee Benefits Liabilities

TABEL LIABILITAS Tahun 2020 dan 2019 (dalam jutaan Rupiah) LIABILITY TABLE 2020 and 2019 (in millions of Rupiahs)					
LIABILITAS	2020	2019	Kenaikan/(Penurunan) Increase / (Decrease)		LIABILITIES
			Selisih Difference	%	
Liabilitas Keuangan Jangka Panjang Lain	6.538	12.726	(6.189)	-48,63%	Other Non-Current Financial Liabilities
Liabilitas Pajak Tangguhan	33.461	22.592	10.868	48,11%	Deferred Tax Liability
Jumlah Liabilitas Jangka Panjang	4.790.600	3.357.044	1.433.556	42,70%	Total Non-Current Liabilities
JUMLAH LIABILITAS	5.647.503	4.450.239	1.197.264	26,90%	TOTAL LIABILITIES

### KOMPOSISI LIABILITAS TAHUN 2020

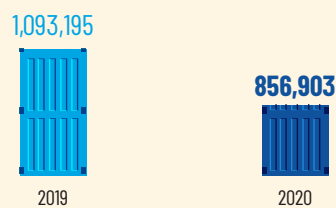
Liability Composition 2020  
dalam miliar/in million



Liabilitas Jangka Panjang / Long-term Liabilities  
Liabilitas Jangka Pendek / Short-term liabilities

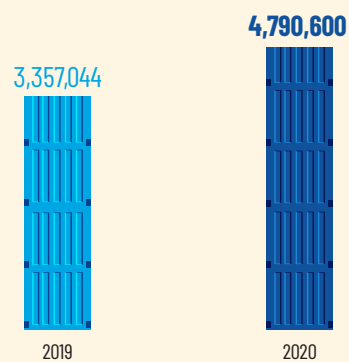
### LIABILITAS JANGKA PENDEK

Current Liabilities  
dalam miliar/in million



### LIABILITAS JANGKA PANJANG

Non Current Liabilities  
dalam miliar/in million





## Liabilitas Jangka Pendek

Liabilitas jangka pendek Perseroan terdiri dari utang usaha, beban akrual, utang pajak, utang bank, liabilitas sewa, dan liabilitas keuangan jangka pendek lainnya. Perseroan mencatat liabilitas jangka pendek di tahun 2020 sebesar Rp856,90 miliar, menurun Rp236,29 miliar atau 21,61% dibandingkan tahun 2019 sebesar Rp1,09 triliun. Penurunan yang terjadi terutama didorong oleh berkurangnya hutang usaha perseroan sebesar Rp 226,65 miliar atau 44,83%.

## Utang Usaha

Perseroan mencatat utang usaha di tahun 2020 sebesar Rp278,92 miliar, menurun Rp226,66 miliar atau 44,83% dibandingkan tahun 2019 sebesar Rp505,57 miliar. Penurunan yang terjadi terutama didorong oleh berkurangnya hutang usaha pihak berelasi sebesar Rp 12,09 miliar dan berkurangnya hutang usaha pihak ketiga sebesar Rp 214,56.

## Beban Akrual

Beban akrual adalah beban yang sudah diakui, namun belum dibayar pada akhir tahun. Perseroan mencatat beban akrual di tahun 2020 sebesar Rp333,61 miliar, menurun Rp5,95 miliar atau 1,75% dibandingkan tahun 2019 sebesar Rp339,56 miliar.

## Utang Pajak

Perseroan mencatat utang pajak di tahun 2020 sebesar Rp134,11 miliar, menurun Rp4,69 miliar atau 3,38% dibandingkan tahun 2019 sebesar Rp138,81 miliar.

## Utang Bank

Perseroan mencatat utang bank di tahun 2020 dan 2019 sebesar Rp11,95 miliar.

## Liabilitas Sewa

Perseroan mencatat liabilitas sewa di tahun 2020 sebesar Rp4,36 miliar, meningkat Rp4,10 miliar atau 1620,42% dibandingkan tahun 2019 sebesar Rp253,23 juta.

## Liabilitas Keuangan jangka Pendek Lainnya

Perseroan mencatat liabilitas keuangan jangka pendek lainnya di tahun 2020 sebesar Rp93,96 miliar, menurun Rp3,09 miliar atau 3,19% dibandingkan tahun 2019 sebesar Rp97,05 miliar.

## Current Liabilities

Current Liabilities of the Company consist of trade payables, accrued expenses, tax payables, bank loans, lease liabilities and other current financial liabilities. The company recorded current liabilities in 2020 amounting to IDR 856.90 billion, decreasing IDR 236.29 billion or 21.61% compared to 2019 amounting to IDR 1.09 trillion. The decline that occurred was mainly driven by a reduction in the company's trade payables by Rp 226.65 billion or 44.83%.

## Accounts payable

The company recorded accounts payable in 2020 amounting to IDR278.92 billion, decreased by IDR226.66 billion or 44.83% compared to 2019 which amounted to IDR505.57 billion. The decline that occurred was mainly driven by a decrease in related party accounts payable by Rp 12.09 billion and a decrease in third party trade payables by Rp 214.56.

## Accrued Expenses

Accrued expenses are expenses that have been recognized, but have not been paid at the end of the year. The company recorded accrued expenses in 2020 of IDR 333.61 billion, decreased by IDR 5.95 billion or 1.75% compared to 2019 which amounted to IDR 339.56 billion.

## Taxes Payable

The company recorded taxes payable in 2020 amounting to Rp134.11 billion, decreased by Rp4.69 billion or 3.38% compared to 2019 which amounted to Rp138.81 billion.

## Bank Loans

The company recorded bank loans in 2020 and 2019 amounting to IDR 11.95 billion.

## Lease Liabilities

The company recorded lease liabilities in 2020 amounting to IDR 4.36 billion, an increase of IDR 4.10 billion or 1620.42% compared to 2019 which amounted to IDR 253.23 million.

## Other Current Financial Liabilities

The Company recorded other short-term financial liabilities in 2020 amounting to IDR 93.96 billion, a decrease of IDR 3.09 billion or 3.19% compared to 2019 which amounted to IDR 97.05 billion.

## Liabilitas Jangka Panjang

Liabilitas jangka panjang Perseroan terdiri dari utang bank, liabilitas sewa, obligasi, liabilitas imbalan kerja, liabilitas keuangan jangka panjang lain, dan liabilitas pajak tangguhan. Perseroan mencatat liabilitas jangka panjang di tahun 2020 sebesar Rp4,79 triliun, meningkat Rp1,43 triliun atau 42,70% dibandingkan tahun 2019 sebesar Rp3,36 triliun. Peningkatan yang terjadi terutama didorong oleh pelaksanaan pinjaman kredit sindikasi dengan PT Bank Mandiri (Persero), PT Bank Negara Indoensia (Persero) Tbk dan Bank Maybank Indonesia Tbk.

## Utang Bank

Perseroan mencatat utang bank di tahun 2020 sebesar Rp1,41 triliun, meningkat Rp1,38 triliun atau 5337,71% dibandingkan tahun 2019 sebesar Rp25,90 miliar. Peningkatan yang terjadi terutama didorong oleh adanya penambahan pinjaman utang bank yaitu pinjaman pada Bank Mandiri, Bank BNI dan Maybank.

## Liabilitas Sewa

Perseroan mencatat liabilitas sewa pembiayaan di tahun 2020 sebesar Rp8,20 miliar, meningkat Rp7,75 miliar atau 1697,98% dibandingkan tahun 2019 sebesar Rp456,28 juta.

## Obligasi

Perseroan mencatat obligasi di tahun 2020 sebesar Rp2,996 triliun, meningkat Rp806,80 juta atau 0,03% dibandingkan tahun 2019 sebesar Rp2,995 triliun.

## Liabilitas Imbalan Kerja

Perseroan mencatat liabilitas imbalan kerja di tahun 2020 sebesar Rp337,78 miliar, meningkat Rp37,80 miliar atau 12,60% dibandingkan tahun 2019 sebesar Rp299,98 miliar.

## Liabilitas Keuangan Jangka Panjang Lain

Perseroan mencatat liabilitas keuangan jangka panjang lain di tahun 2020 sebesar Rp6,54 miliar, menurun Rp6,19 miliar atau 48,63% dibandingkan tahun 2019 sebesar Rp12,73 miliar.

## Non-Current Liabilities

The Company's non-current liabilities consist of bank loans, lease liabilities, bonds, employee benefits liabilities, other non-current financial liabilities, and deferred tax liabilities. The company recorded non-current liabilities in 2020 amounting to Rp4.79 trillion, an increase of Rp1.43 trillion or 42.70% compared to 2019 which amounted to Rp3.36 trillion. The increase was mainly driven by a syndicated loan with PT Bank Mandiri (Persero), PT Bank Negara Indoensia (Persero) Tbk and Bank Maybank Indonesia Tbk.

## Bank Loans

The company recorded bank debt in 2020 of IDR 1.41 trillion, an increase of IDR 1.38 trillion or 5337.71% compared to 2019 which amounted to IDR 25.90 billion. The increase was mainly driven by additional bank loans at Bank Mandiri, Bank BNI and Maybank.

## Lease Liabilities

The company recorded that the finance lease liabilities in 2020 amounted to Rp8.20 billion, an increase of Rp7.75 billion or 1697.98% compared to 2019 which amounted to Rp.456.28 million.

## Bond

The company recorded bonds in 2020 amounting to IDR 2.996 trillion, an increase of IDR 806.80 million or 0.03% compared to 2019 which amounted to IDR 2.995 trillion.

## Employee Benefits Liabilities

The company recorded employee benefits liabilities in 2020 amounting to IDR 337.78 billion, an increase of IDR 37.80 billion or 12.60% compared to 2019 which amounted to IDR 299.98 billion.

## Non-Current Financial Liabilities

The company recorded other non-current financial liabilities in 2020 amounting to IDR 6.54 billion, a decrease of IDR 6.19 billion or 48.63% compared to 2019 which amounted to IDR 12.73 billion.

## Liabilitas Pajak Tangguhan

Perseroan mencatat liabilitas pajak tangguhan di tahun 2020 sebesar Rp33,46 miliar, meningkat Rp10,87 miliar atau 48,11% dibandingkan tahun 2019 sebesar Rp22,59 miliar.

## Ekuitas

Di tahun 2020, jumlah ekuitas Perseroan sebesar Rp6,13 triliun yang terdiri dari 99,41% jumlah ekuitas yang dapat diatribusikan kepada pemilik entitas induk dan 0,59% jumlah ekuitas yang dapat diatribusikan kepada kepentingan non pengendali, meningkat Rp171,20 miliar atau 2,87% dibandingkan tahun 2019 sebesar Rp5,96 triliun. Peningkatan yang terjadi seiring dengan peningkatan saldo laba sebesar Rp172,44 miliar.

## Deferred Tax Liability

The company recorded a deferred tax liability in 2020 of IDR 33.46 billion, an increase of IDR 10.87 billion or 48.11% compared to 2019 of IDR 22.59 billion.

## Equity

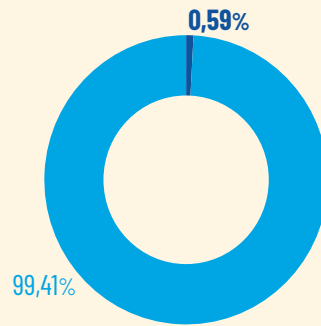
In 2020, the Company's total equity was Rp6.13 trillion consisting of 99.41% total equity attributable to owners of the parent entity and 0.59% total equity attributable to non-controlling interests, an increase of Rp171.20 billion or 2,87% compared to 2019 which amounted to Rp5.96 trillion. The increase that occurred was in line with the increase in retained earnings which amounted to Rp172.44 billion.

TABEL EKUITAS Tahun 2020 dan 2019 (dalam jutaan Rupiah) EQUITY TABLE 2020 and 2019 (in millions of Rupiahs)					
EKUITAS	2020	2019	Kenaikan/(Penurunan) Increase / (Decrease)		EQUITY
			Selisih Difference	%	
Modal saham - nilai nominal Rp1.000.000 per saham untuk saham Seri A Dwiwarna dan saham Seri B					Share capital - nominal value of Rp1,000,000 per share for Series A Dwiwarna shares and Series B shares
Modal dasar - 1 saham Seri A Dwiwarna dan 9.999.999 saham Seri B tahun 2020 dan 2019					Paid up capital - 1 Series A Dwiwarna share and 9,999,999 Series B shares in 2020 and 2019
Modal ditempatkan dan disetor penuh 1 saham Seri A Dwiwarna dan 3.112.084 saham Seri B tahun 2020 dan 2019	3.112.085	3.112.085	-	-	Issued and fully paid-up capital is 1 Series A Dwiwarna share and 3,112,084 Series B shares in 2020 and 2019
Modal lainnya	1.466	1.466	-	-	Other capital
Komponen ekuitas lainnya	-	5.033	(5.033)	-100,00%	Other equity components
Saldo laba	2.983.986	2.811.543	172.442	6,13%	Retain earning
<b>Jumlah ekuitas yang dapat diatribusikan:</b>					<b>Amount of equity attributable:</b>
- Kepada pemilik entitas induk	6.097.537	5.930.128	167.409	2,82%	- To the owner of the parent entity
- Kepentingan non-pengendali	36.203	32.411	3.791	11,70%	- Non-controlling interests
<b>JUMLAH EKUITAS</b>	<b>6.133.740</b>	<b>5.962.539</b>	<b>171.201</b>	<b>2,87%</b>	<b>TOTAL EQUITY</b>

## KOMPOSISI EKUITAS TAHUN 2020

Equity Composition 2020

dalam miliar/in million

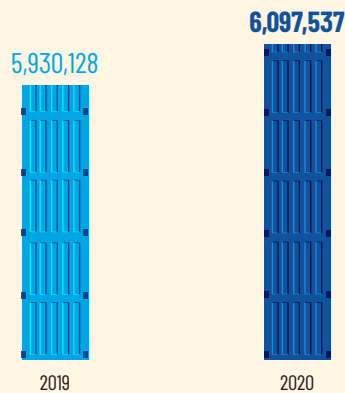


■ Kepentingan Entitas Induk  
■ Kepentingan Non Pengendali  
 Owner of the parent entity    Non-controlling interests

## PEMILIK ENTITAS INDUK

Parent Entity Owner

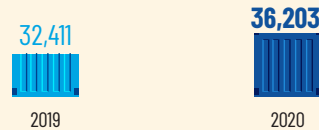
dalam miliar/in million



## KEPENTINGAN NON PENGENDALI

Non-controlling Interests

dalam miliar/in million



## Laporan Laba Rugi dan Penghasilan Komprehensif Lainnya Konsolidasian

## Consolidated Statements of Profit or Loss and Other Comprehensive Income

TABEL LAPORAN LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN KONSOLIDASIAN TAHUN 2020 dan 2019  
CONSOLIDATED STATEMENTS OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME 2020 and 2019

Laporan Laba Rugi Dan Penghasilan Komprehensif Lain Konsolidasian	2020	2019	Kenaikan/(Penurunan) Increase / (Decrease)		Consolidated Statement of Income and Other Comprehensive Income
			Selisih Difference	%	
Pendapatan usaha	3.639.222	3.661.291	(22.068)	-0,60%	Revenues
Pendapatan konstruksi	252.495	1.391.095	(1.138.600)	-81,85%	Construction income
Beban pokok pendapatan	(2.261.350)	(2.122.795)	138.555	6,53%	Cost of income
Beban konstruksi	(252.495)	(1.391.095)	(1.138.600)	-81,85%	Construction expenses
LABA KOTOR	1.377.872	1.538.496	(160.623)	-10,44%	GROSS PROFIT



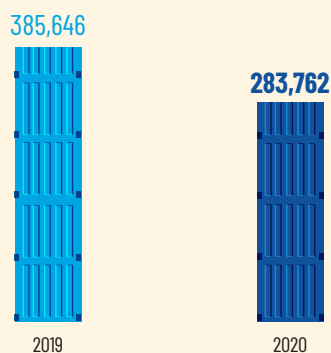
TABEL LAPORAN LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN KONSOLIDASIAN TAHUN 2020 dan 2019 CONSOLIDATED STATEMENTS OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME 2020 and 2019					
Laporan Laba Rugi Dan Penghasilan Komprehensif Lain Konsolidasian	2020	2019	Kenaikan/(Penurunan) Increase / (Decrease)		Consolidated Statement of Income and Other Comprehensive Income
			Selisih Difference	%	
Pendapatan non usaha	79.483	133.399	(53.916)	-40,42%	Non-operating income
Beban pemasaran	(130.708)	(110.586)	20.122	18,20%	Marketing expenses
Beban umum dan administrasi	(766.404)	(879.334)	(112.930)	-12,84%	General and administrative expenses
Beban non usaha	(22.665)	(38.111)	(15.446)	-40,53%	Non operating expenses
LABA USAHA	537.578	643.863	(106.285)	-16,51%	OPERATING PROFIT
Beban Keuangan	(145.461)	(100.636)	44.824	44,54%	Financial Charges
LABA SEBELUM PAJAK	392.117	543.227	(151.110)	-27,82%	PROFIT BEFORE TAX
<b>Beban pajak:</b>					<b>Tax expense:</b>
Beban pajak penghasilan	(84.483)	(124.086)	(39.603)	-31,92%	Income tax expense
Beban pajak tangguhan	(23.872)	(33.495)	(9.623)	-28,73%	Deferred tax expense
Jumlah beban pajak	(108.355)	(157.581)	(49.226)	-31,24%	Total tax expense
LABA TAHUN BERJALAN	283.762	385.646	(101.884)	-26,42%	PROFIT OF THE YEAR
<b>Penghasilan komprehensif lain:</b>					<b>Other comprehensive income:</b>
<b>Pos-pos yang tidak akan direklasifikasi ke laba rugi</b>					<b>Items that will not be reclassified to profit or loss</b>
Kerugian aktuarial atas imbalan pasca kerja	(29.531)	(95.567)	(66.036)	-69,10%	Actuarial losses on post-employment benefits
Pajak penghasilan terkait pos-pos yang tidak akan direklasifikasi ke laba rugi	13.036	23.922	10.886	-45,50%	Income tax related to items that will not be reclassified to profit or loss
	(16.495)	(71.645)	(55.150)	-76,98%	
<b>Pos-pos yang akan direklasifikasi ke laba rugi</b>					<b>Items that will be reclassified to profit or loss</b>
Aset keuangan tersedia dijual	-	(169)	(169)	-100,00%	Available for sale financial assets
Pajak penghasilan terkait pos-pos yang akan direklasifikasi ke laba rugi	-	42	(42)	-100,00%	Income tax related to items that will be reclassified to profit or loss
	-	(127)	(127)	-100,00%	
Rugi komprehensif lain tahun berjalan	(16.495)	(71.772)	(55.277)	-77,02%	Other comprehensive loss for the current year

**TABEL LAPORAN LABA RUGI DAN PENGHASILAN KOMPREHENSIF LAIN KONSOLIDASIAN TAHUN 2020 dan 2019**  
**CONSOLIDATED STATEMENTS OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME 2020 and 2019**

Laporan Laba Rugi Dan Penghasilan Komprehensif Lain Konsolidasian	2020	2019	Kenaikan/(Penurunan) Increase / (Decrease)		Consolidated Statement of Income and Other Comprehensive Income
			Selisih Difference	%	
JUMLAH LABA KOMPREHENSIF TAHUN BERJALAN	267.267	313.874	(46.606)	-14,85%	TOTAL COMPREHENSIVE INCOME FOR THE YEAR
<b>Labu bersih yang dapat diatribusikan ke:</b>			<b>Net income attributable to:</b>		
Pemilik entitas induk	279.971	383.264	(103.293)	-26,95%	Parent owner
Kepentingan non pengendali	3.791	2.382	1.410	59,18%	Non-controlling interests
	283.762	385.646	(101.884)	-26,42%	
<b>Labu komprehensif yang dapat diatribusikan ke:</b>			<b>Comprehensive income attributable to:</b>		
Pemilik entitas induk	263.476	311.492	(48.330)	-15,52%	Parent owner
Kepentingan non pengendali	3.791	2.382	1.410	59,18%	Non-controlling interests
	267.267	313.874	(46.606)	-14,85%	
LABA BERSIH PER SAHAM DASAR	89.862	123.153	(33.291)	-27,03%	BASIC NET INCOME PER SHARE

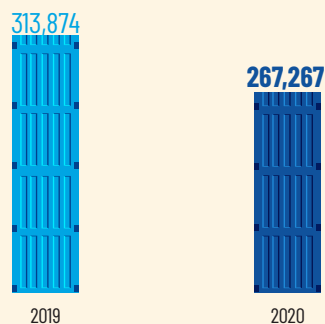
**LABA TAHUN BERJALAN**

Profit of The Year  
dalam miliar/in million



**JUMLAH LABA KOMPREHENSIF TAHUN BERJALAN**

Total Comprehensive Income of The Year  
dalam miliar/in million



## Pendapatan Usaha

## Revenues

TABEL PENDAPATAN USAHA TAHUN 2020 dan 2019 (dalam jutaan Rupiah) REVENUES TABLE 2020 and 2019 (in millions of Rupiahs)					
Pendapatan Usaha	2020	2019	Kenaikan/(Penurunan) Increase / (Decrease)		Revenues
			Selisih Difference	%	
Pelayanan Petikemas Domestik	1.439.965	1.427.067	12.898	0,90%	Domestic Container Services
Pelabuhan/Dermaga/ Terminal Untuk Kepentingan Sendiri	614.276	630.706	(16.430)	-2,61%	Port / Pier / Terminal for Own Interest
Pelayanan Kapal	564.974	627.566	(62.592)	-9,97%	Ship Services
Pelayanan Non Petikemas	226.252	269.858	(43.606)	-16,16%	Non Container Services
Operasional Jasa Pelabuhan Lainnya	385.986	194.341	191.644	98,61%	Other Port Service Operations
Listrik, Power Plant, dan Air	40.759	157.112	(116.353)	-74,06%	Electricity, Power Plant, and Water
Pelayanan Logistik/ Konsolidasi, Distribusi Barang Non Properti Investasi	63.401	116.850	(53.449)	-45,74%	Logistics / Consolidation Services, Distribution of Non- Investment Property Goods
Pemakaian Aset Non Properti Investasi	45.015	57.440	(12.425)	-21,63%	Use of Non-Investment Property Assets
Sewa Lahan dan Bangunan/ Bagian dari Bangunan	45.990	44.136	1.853	4,20%	Lease of Land and Buildings / Parts of Buildings
Pelayanan Petikemas Internasional	43.390	5.426	37.964	699,66%	International Container Services
Rupa-Rupa	169.216	130.789	38.427	29,38%	Miscellaneous
Jumlah	3.639.222	3.661.291	(22.068)	-0,60%	Total

Pendapatan usaha Perseroan di tahun 2020 mengalami penurunan sebesar Rp22,07 miliar atau 0,60% dibandingkan tahun 2019 sebesar Rp3,66 triliun menjadi Rp3,64 triliun. Penurunan yang terjadi dipengaruhi oleh:

- Penurunan pelabuhan/dermaga/terminal untuk kepentingan sendiri sebesar Rp16,43 miliar atau 2,61%
- Penurunan pelayanan kapal sebesar Rp62,59 miliar atau 9,97%
- Penurunan logistik/konsolidasi, distribusi barang non properti investasi sebesar Rp53,45 miliar atau 45,74%
- Penurunan aset non properti investasi sebesar Rp12,43 miliar atau 21,63%.

The Company's revenue in 2020 decreased by Rp. 22.07 billion or 0.60% compared to 2019 which amounted to Rp. 3.66 trillion to Rp. 3.64 trillion. The decline that occurs is influenced by:

- Decrease in ports / wharves / terminals for own use amounting to Rp16.43 billion or 2.61%
- Decrease in ship services by Rp.62.59 billion or 9.97%
- Decrease in logistics / consolidation, distribution of non-investment property goods by IDR 53.45 billion or 45.74%
- Decrease in non-investment property assets by Rp12.43 billion or 21.63%.

## Beban Pajak

Beban pajak Perseroan terealisasi sebesar Rp108,36 miliar pada tahun 2020, turun sebesar Rp49,23 miliar atau 31,24% dibandingkan tahun 2019 sebesar Rp157,58 miliar.

## Laba Tahun Berjalan

Laba tahun berjalan merupakan laba yang diperoleh dalam tahun buku berjalan setelah dikurangi beban pajak. Dengan perhitungan tersebut, Perseroan mampu membukukan laba tahun berjalan tahun 2020 sebesar Rp283,76 miliar, lebih rendah Rp101,88 miliar atau 26,42% dibandingkan tahun 2019 sebesar Rp385,65 miliar.

## Jumlah Laba Komprehensif Tahun Berjalan

Jumlah laba komprehensif tahun berjalan tahun 2020 mengalami penurunan dibandingkan tahun sebelumnya, yaitu dari Rp313,87 miliar menjadi sebesar Rp267,27 miliar.

## Laba Bersih Per Saham Dasar

Laba bersih per saham dasar dihitung dengan membagi laba tahun berjalan yang dapat di atribusikan kepada pemilik entitas induk dengan rata-rata tertimbang jumlah saham yang beredar pada tahun yang bersangkutan. Laba bersih per saham dasar tahun 2020 mengalami penurunan dibandingkan tahun sebelumnya, yaitu dari Rp123.153 menjadi sebesar Rp89.862.

## Laporan Arus Kas Konsolidasian

## Tax expense

The Company's realized tax expense of Rp.108.36 billion in 2020, decreased by Rp.49.23 billion or 31.24% compared to 2019 which amounted to Rp157.58 billion.

## Current year profit

Current year profit is the profit earned in the current financial year after deducting tax expenses. With these calculations, the Company was able to book a profit for the year 2020 of IDR 283.76 billion, IDR 101.88 billion lower or 26.42% compared to 2019 which amounted to IDR 385.65 billion.

## Total of Other Comprehensive Income of the Year

The total of other comprehensive profit of the year 2020 has decreased compared to the previous year, namely from Rp313.87 billion to Rp267.27 billion.

## Basic Earnings Per Share

Basic earnings per share is computed by dividing profit for the year attributable to owners of the parent company by the weighted average number of shares outstanding during the year. Basic earnings per share in 2020 decreased compared to the previous year, from Rp123,153 to Rp89,862.

## Consolidated Statement of Cash Flows

TABEL LAPORAN ARUS KAS KONSOLIDASIAN TAHUN 2020 dan 2019 (dalam jutaan Rupiah) TABLE OF CONSOLIDATED STATEMENT OF CASH FLOWS 2020 and 2019 (in millions of Rupiahs)					
Laporan Arus Kas Konsolidasian	2020	2019	Kenaikan/(Penurunan) Kenaikan/(Penurunan)		Consolidated Statement of Cash Flows
			Selisih Difference	%	
<b>ARUS KAS DARI AKTIVITAS OPERASI</b>					<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>
<b>Penerimaan dari:</b>					<b>Receipt from:</b>
Pelanggan	3.615.705	3.793.699	(177.994)	-4,69%	Customer
<b>Pembayaran kas kepada:</b>					<b>Cash payment to:</b>
Pemasok dan pihak ketiga lainnya	(2.298.311)	(2.225.131)	73.180	3,29%	Suppliers and other third parties
Direksi dan karyawan	(569.439)	(528.776)	40.663	7,69%	Directors and employees
Jumlah dari Hasil Operasional	747.955	1.039.792	(291.837)	-28,07%	Total of Operational Results



TABEL LAPORAN ARUS KAS KONSOLIDASIAN TAHUN 2020 dan 2019 (dalam jutaan Rupiah) TABLE OF CONSOLIDATED STATEMENT OF CASH FLOWS 2020 and 2019 (in millions of Rupiahs)					
Laporan Arus Kas Konsolidasian	2020	2019	Kenaikan/(Penurunan) Kenaikan/(Penurunan)		Consolidated Statement of Cash Flows
			Selisih Difference	%	
Penerimaan bunga	18.016	65.345	(47.329)	-72,43%	Interest receipts
Penerimaan lainnya	102.504	63.511	38.993	61,40%	Other admissions
Pembayaran bunga	(319.573)	(276.439)	43.134	15,60%	Interest payment
Pembayaran pajak	(114.549)	(643.379)	(528.831)	-82,20%	Payment of taxes
Arus Kas Bersih Diperoleh dari Aktivitas Operasi	434.354	248.831	185.524	74,56%	Net Cash Flow Provided From Operating Activities
<b>ARUS KAS DARI AKTIVITAS INVESTASI</b>			<b>CASH FLOWS FROM INVESTMENT ACTIVITIES</b>		
Penerimaan Dividen Anak Perusahaan	7.088	4.005	3.083	76,98%	Dividend Receipts from Subsidiaries
Pembelian Aset Tetap	(1.550.234)	(1.502.302)	47.932	3,19%	Purchase of Fixed Assets
Arus Kas Bersih Digunakan untuk Aktivitas Investasi	(1.543.146)	(1.498.296)	44.849	2,99%	Net Cash Flow Used in Investing Activities
<b>ARUS KAS DARI AKTIVITAS PENDANAAN</b>			<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
<b>Penerimaan dari:</b>			<b>Receipt from:</b>		
Pinjaman bank	2.407.976	-	2.407.976	100,00%	Bank loan
<b>Pembayaran:</b>			<b>Payment:</b>		
Pembayaran pinjaman	(1.025.454)	(19.593)	1.005.861	5133,73%	Loan repayments
Pembayaran dividen	(83.958)	(137.197)	(53.238)	100,00%	Dividend payment
Arus Kas Bersih Diperoleh dari (Digunakan untuk) Aktivitas Pendanaan	1.298.563	(156.790)	(1.455.353)	-928,22%	Net Cash Flow Provided From (Used in) Financing Activities
Perubahan selisih kurs atas kas dan setara kas	13.069	(4.653)	17.722	-380,90%	Changes in foreign exchange differences on cash and cash equivalents
PENURUNAN BERSIH KAS DAN SETARA KAS	202.841	(1.410.908)	(1.613.749)	-114,38%	CASH AND CASH EQUIVALENTS REDUCTION
KAS DAN SETARA KAS - SALDO AWAL	495.527	1.906.436	(1.410.908)	-74,01%	CASH AND CASH EQUIVALENTS - Beginning Balance
KAS DAN SETARA KAS - SALDO AKHIR	698.369	495.527	202.841	40,93%	CASH AND CASH EQUIVALENTS - ENDING BALANCE

### Arus Kas Dari Aktivitas Operasi

Hingga akhir tahun 2020, arus kas dari aktivitas operasi mencapai Rp434,35 miliar, naik sebesar Rp185,52 miliar atau 74,56% dari tahun 2019 sebesar Rp248,83 miliar.

### Cash Flow From Operating Activities

Until the end of 2020, cash flow from operating activities reached IDR 434.35 billion, an increase of IDR 185.52 billion or 74.56% from 2019 which amounted to IDR 248.83 billion.

## Arus Kas Dari Aktivitas Investasi

Hingga akhir tahun 2020, arus kas dari aktivitas investasi mencapai (Rp1,54) triliun, naik sebesar Rp44,85 miliar atau 2,99% dari tahun 2019 sebesar (Rp1,50) triliun.

## Arus Kas Dari Aktivitas Pendanaan

Hingga akhir tahun 2020, arus kas dari aktivitas pendanaan mencapai Rp1,30 triliun, naik sebesar Rp1,46 triliun atau 928,22% dari tahun 2019 sebesar (Rp156,79) miliar.

## Rasio Kinerja Keuangan

Rasio Kinerja Keuangan	2020	2019	2018	2017	2016	Financial Performance Ratios
Imbalan kepada Pemegang Saham (ROE)	6,73%	7,63%	5,89%	14,11%	8,17%	Return on Equity (ROE)
Imbalan Investasi (ROI)	9,54%	13,57%	15,47%	19,73%	11,29%	Return on Investment (ROI)
Rasio Kas	81,50%	43,73%	162,77%	164,65%	139,71%	Cash Ratio
Rasio Lancar	142,07%	100,83%	211,25%	253,11%	163,29%	Current Ratio
Umur Piutang (Hari), dibulatkan	13	23	24	44	27	Collection Periods (Days), Rounded
Perputaran Persediaan (Hari) dibulatkan	2	2	3	2	2	Inventory Turnover (Days), Rounded
Perputaran Total Aset	36,51	36,12%	60,74%	65,71%	43,67%	Total Assets Turnover
Rasio Modal Sendiri atas Total Aset	51,76	58,82%	53,38%	36,41%	73,16%	Total Equity to Total Assets
Rasio Laba Rugi Terhadap Aset	3,33%	5,39%	4,65%	7,05%	5,70%	Rasio Laba Rugi Terhadap Aset
Rasio Laba Rugi Terhadap Pendapatan	10,77%	15,48%	14,60%	19,57%	16,67%	Rasio Laba Rugi Terhadap Pendapatan
Rasio Liabilitas Terhadap Ekuitas	92,07%	70,00%	42,94%	36,02%	35,66%	Rasio Liabilitas Terhadap Ekuitas
Rasio Liabilitas Terhadap Total Aset	47,94%	41,18%	30,04%	26,48%	26,28%	Rasio Liabilitas Terhadap Total Aset

## Kemampuan Membayar Utang

## Solvency

Kemampuan Membayar Utang	2020	2019	Solvency
<b>Liabilitas Jangka Panjang</b>			<b>Non-Current Liabilities</b>
Rasio utang terhadap ekuitas	92,07%	70,00%	Debt to equity ratio
Rasio utang terhadap aset	47,94%	41,18%	Debt to asset ratio
<b>Liabilitas Jangka Pendek</b>			<b>Current liabilities</b>
Rasio kas	81,50%	43,73%	Cash ratio
Rasio lancar	142,07%	101,00%	Current ratio

Kemampuan Perseroan untuk membayar kewajibannya dalam bentuk utang atau pinjaman baik jangka panjang dan jangka pendek tercermin dari rasio solvabilitas dan rasio likuiditas.

## Rasio Solvabilitas

### 1. Debt to Equity Ratio (DER)

Debt Equity Ratio (DER) mengalami penurunan menjadi 92,07% pada tahun 2020 dari 70,00% pada tahun 2019. Hal ini menunjukkan bahwa 92,07% dari setiap Rupiah modal Perseroan menjadi jaminan utang.

### 2. Debt to assets Ratio (DAR)

Pada tahun 2020, Debt to assets Rasio (DAR) mengalami peningkatan menjadi 47,94% dibandingkan tahun 2019 sebesar 41,18%. Hal itu menunjukkan bahwa komposisi utang Perseroan tahun 2020 adalah 47,94% dari jumlah aset Perseroan.

## Rasio Likuiditas

### 1. Rasio Kas

Pada tahun 2020 Perseroan menunjukkan angka rasio kas sebesar 81,50%, mengalami kenaikan dibandingkan tahun 2019 sebesar 43,73%. Rasio kas digunakan untuk mengukur kemampuan perusahaan dalam membayar kewajiban yang harus segera dipenuhi dengan aset lancar yang lebih liquid (*liquid assets*).

### 2. Rasio lancar

Rasio lancar pada tahun 2020 menunjukkan angka 142,07%, lebih tinggi dibandingkan tahun 2019 sebesar 101,00%. Hal ini menunjukkan kemampuan membayar utang jangka pendek Perseroan meningkat di tahun 2019.

## Tingkat Kolektibilitas Piutang

Tingkat Kolektibilitas Piutang Collectability Rate Of Receivables	2020	2019
Collection Period	13,20 hari/day	22,99 hari/day

Tingkat kolektibilitas piutang sebuah perusahaan dipengaruhi oleh kemampuan dalam menagih piutangnya. Selanjutnya, Perseroan mengacu kepada collections periods untuk mengukur tingkat kolektibilitas piutangnya, dimana pada tahun 2020 tercatat 13,20 hari, dan pada tahun 2019 tercatat sebesar 22,99 hari.

The Company's ability to pay its obligations in the form of debt or loans, both long-term and short-term, is reflected in the solvency ratio and liquidity ratio.

## Solvency Ratio

### 1. Debt to Equity Ratio (DER)

The Debt Equity Ratio (DER) has decreased to 92.07% in 2020 from 70.00% in 2019. This shows that 92.07% of every Rupiah of the Company's capital becomes debt collateral.

### 2. Debt to assets Ratio (DAR)

In 2020, the Debt to assets Ratio (DAR) has increased to 47.94% compared to 2019 of 41.18%. This shows that the composition of the Company's debt in 2020 is 47.94% of the total assets of the Company.

## Liquidity Ratio

### 1. Cash Ratio

In 2020, the Company's cash ratio figure was 81.50%, an increase compared to 2019 which amounted to 43.73%. The cash ratio is used to measure the company's ability to pay its obligations that must be met immediately with liquid assets.

### 2. Current ratio

The current ratio in 2020 shows a figure of 142.07%, higher than in 2019 which amounted to 101.00%. This shows that the Company's ability to pay short-term debt has increased in 2019.

## Collectability Rate Of Receivables

A company's Collectability Rate Of Receivables is influenced by its ability to collect its receivables. The Company refers to collections periods to measure its Collectability Rate Of Receivables, namely 13.20 days in 2020 and 22.99 days in 2019.

## Struktur Modal

## Capital Structure

Struktur Modal	31 Desember/ December 2020		31 Desember/ December 2019		Perubahan Growth (%)	Capital Structure
	Jumlah Total (Rp juta/ Million)	%	Jumlah Total (Rp juta/ Million)	%		
Liabilitas Jangka Pendek	856.903	7,27%	1.093.195	10,50%	-30,72%	Current Liabilities
Liabilitas Jangka Panjang	4.790.600	40,66%	3.357.044	32,24%	26,13%	Non-Current Liabilities
Jumlah Liabilitas	5.647.503	47,94%	4.450.239	42,74%	12,16%	Total Liabilities
Ekuitas	6.133.740	52,06%	5.962.539	57,26%	-9,08%	Equity
Jumlah Aset	11.781.242	100,00%	10.412.778	100,00%		Total Assets

Komposisi struktur modal Perseroan tahun 2020 adalah 47,94% berasal dari liabilitas dan 52,06% berupa ekuitas. Komposisi tersebut mengalami perubahan dibandingkan dengan tahun 2019 dimana struktur modal tercatat 42,74% berasal dari liabilitas dan 57,26% berupa ekuitas. Komposisi struktur modal yang berasal dari liabilitas meningkat sebesar 12,16% sedangkan modal dari ekuitas menurun sebesar 9,08%.

### Kebijakan Manajemen Atas Struktur Modal

Perseroan mengelola struktur permodalan dan melakukan penyesuaian terhadap perubahan kondisi ekonomi. Untuk memelihara dan menyesuaikan struktur permodalan, Perseroan dapat mengusahakan pendanaan melalui pinjaman. Tujuan utama pengelolaan modal oleh Perseroan adalah untuk memastikan pemeliharaan rasio modal yang sehat untuk mendukung usaha dan memaksimalkan imbalan bagi pemegang saham.

Selain itu, Perseroan dipersyaratkan oleh undang-undang Perseroan Terbatas efektif tanggal 16 Agustus 2007 untuk berkontribusi sampai dengan 20% dari modal saham ditempatkan dan disetor penuh ke dalam dana cadangan yang tidak boleh diatribusikan. Persyaratan permodalan eksternal tersebut dipertimbangkan oleh Perseroan dalam Rapat Umum Pemegang Saham (RUPS). Beberapa instrumen utang Perseroan memiliki rasio keuangan yang mensyaratkan rasio leverage maksimum dimana Perseroan telah memenuhi semua persyaratan modal yang ditetapkan oleh regulator.

The composition of the Company's capital structure in 2020 consists of 47.94% liabilities and 52.06% equity. This composition has changed compared to 2019, where the capital structure consisted of 42.74% liabilities and 57.26% equity. Thus, the composition of the capital structure originating from liabilities increased by 12.16% while capital from equity decreased by 9.08%.

### Management Policy on Capital Structure

The Company manages the capital structure and makes adjustments based on changes in economic conditions. To maintain and adjust the capital structure, the Company can seek funding through loans. The main objective of capital management by the Company is to ensure that a healthy capital ratio is maintained to support its business and maximize shareholder returns.

In addition, the Company is required by the Limited Liability Company Law effective from 16 August 2007 to contribute up to 20% of the issued and fully paid share capital to a non-attributable reserve fund. The external capital requirements are considered by the Company at the General Meeting of Shareholders (GMS). Some of the Company's debt instruments have financial ratios that require maximum leverage ratios and the Company has met all the capital requirements set by the regulator.



## Ikatan yang Material Untuk Investasi Barang Modal

Hingga akhir tahun 2020, tidak terdapat ikatan material atas investasi barang modal, sehingga informasi terkait tujuan dari ikatan tersebut, sumber dana yang diharapkan untuk memenuhi ikatan tersebut, mata uang yang menjadi denominasi, dan langkah-langkah yang direncanakan untuk melindungi risiko posisi mata uang asing terkait tidak dapat disajikan dalam laporan tahunan ini.

## Investasi Barang Modal

Hingga akhir tahun 2020, Perseroan melakukan belanja modal sebesar Rp. 1.527.365.228.029,- dengan rincian sebagai berikut:

## Material Commitments for Capital Goods Investment

Until the end of 2020, there were no material commitments on investment in capital goods. Therefore, this annual report cannot provide information regarding the purpose of the commitments, the source of funds expected to fulfill the commitments, the currency to be denominated in, and measures to protect the risk of foreign currency positions.

## Capital Goods Investment

Until the end of 2020, the Company made a capital expenditure of Rp1,527,365,228,029,- with the following details:

No.	Investasi Investments	Tujuan Investasi Investment Objective	Nilai Investasi (Rp juta) Investment Values (in millions of Rupiah)
1	Bangunan Fasilitas Pelabuhan Port Facility Building	Pengembangan/ Ekspansi Bisnis Peningkatan SLA/ SLG Business Development / Expansion SLA / SLG improvements	1.125.365.228.029
2	Kapal Kapal	Peningkatan Standar Layanan Improvement of Service Standards	39.122.840.650
3	Alat-Alat Fasilitas Pelabuhan Alat-Alat Fasilitas Pelabuhan	Peningkatan SLA/ SLG SLA / SLG improvements	334.015.239.277
4	Instalasi Fasilitas Pelabuhan Port Facility Installation	Pendukung Operasional Operational Support	3.124.807.531
5	Tanah Tanah	Pengembangan/ Ekspansi Bisnis Business Development / Expansion	2.992.752.000
6	Jalan dan Bangunan Roads and Buildings	Pendukung Operasional Operational Support	14.377.635.149
7	Peralatan Equipment	Pendukung Operasional Operational Support	840.953.000
8	Kendaraan Vehicle	Peningkatan Citra Perusahaan Enhancement of Company Image	1.990.909.091
9	Emplasemen Emplasemen	Pemenuhan Regulasi Terkait Lingkungan Hidup Peningkatan Citra Perusahaan Fulfillment of Environmental Related Regulations Enhancement of Company Image	5.327.010.292
<b>JUMLAH TOTAL</b>			<b>1.527.365.228.029</b>

## Informasi dan Fakta Material Yang Terjadi Setelah Tanggal Laporan Akuntan

Hingga akhir tahun 2020, tidak terdapat informasi dan fakta material yang terjadi setelah tanggal laporan akuntan, sehingga informasi terkait tanggal kejadian, jenis informasi atau fakta material, uraian informasi atau fakta material, dampak kejadian, informasi atau fakta material tersebut terhadap kegiatan operasional, hukum, kondisi keuangan, atau kelangsungan usaha emiten atau perusahaan publik tidak dapat disajikan dalam laporan tahunan ini.

### Dividen Kebijakan Dividen

Perseroan adalah badan usaha milik negara, yang 100% sahamnya dimiliki oleh Pemerintah RI. Penyatoran dividen sepenuhnya menjadi hak pemerintah. Penentuan besarnya dividen yang disetorkan kepada Pemegang Saham berdasarkan keputusan Kementerian BUMN Selaku RUPS dan kuasa pemegang saham.

### Pembagian Dividen

Berdasarkan Rapat Umum Pemegang Saham tanggal 6 Juli 2020, Pemegang Saham setuju untuk membagi dividen tunai dan pencadangan umum dari laba bersih tahun yang berakhir pada tanggal 31 Desember 2019 masing-masing sebesar Rp 83.958.445.763 dan Rp 354.828.886.676.

Berdasarkan Rapat Umum Pemegang Saham tanggal 29 April 2019, Pemegang Saham setuju untuk membagi dividen tunai dan pencadangan umum dari laba bersih tahun yang berakhir pada tanggal 31 Desember 2018 masing-masing sebesar Rp 130.453.258.000 dan Rp 195.679.885.375.

## Material Information and Facts That Occurred After the Date of the Accountant's Report

Until the end of 2020, there is no material information and facts that occurred after the date of the accountant's report, so information related to the date of the incident, type of information or material facts, description of material information or facts, the impact of the incident, information or material facts on operational, legal, financial condition, or business continuity of the issuer or public company cannot be presented in this annual report.

### Dividend Dividend Policy

The Company is a State Owned Enterprise which is 100% owned by the Government of the Republic of Indonesia. The distribution of dividends is fully the right of the government. The amount of dividends paid to the Shareholders is determined based on the decision of the Ministry of BUMN as the GMS and the proxy of the shareholders.

### Dividend Distribution

Based on the General Meeting of Shareholders on July 6, 2020, the Shareholders agreed to distribute cash dividends and general reserve of net income for the year ended December 31, 2019 amounting to Rp 83,958,445,763 and Rp 354,828,886,676, respectively.

Based on the General Meeting of Shareholders on April 29, 2019, the Shareholders agreed to distribute cash dividends and general reserve of net income for the year ended December 31, 2018 amounting to Rp 130,453,258,000 and Rp 195,679,885,375, respectively.

Tahun Buku Fiscal year	Dibayarkan Tahun Paid in	No. Surat Letter Number	Tanggal Pengumuman Date of Announcement	Tanggal Pembayaran Date of Payment	Keterangan/ Kebijakan Description/ policy	Dividen Dividend	Laba Perseroan Company's Profit	Dividen Payout Rasio
2012	2013	S-523/AG/2013	01-Apr-13	29 Mei 2013	Penetapan Pembayaran Dividen PT Pelindo IV (Persero) Tahun Buku 2012 <i>Determination of Dividend Payment of PT Pelindo IV (Persero) for Fiscal Year 2012</i>	78.511.000.000	314.088.570.006	25,00
2013	2014	S-42/MK.2/2014	17-Apr-14	<ul style="list-style-type: none"> <li>- 24 April 2014 (Tahap I)</li> <li>- 23 Mei 2014 (Tahap II)</li> <li>- 24 Juni 2014 (Tahap III)</li> <li>- 24 Juli 2014 (Tahap IV)</li> </ul>	Penetapan Pembayaran Dividen PT Pelindo IV (Persero) Tahun Buku 2013 <i>Determination of Dividend Payment of PT Pelindo IV (Persero) for Fiscal Year 2013</i>	133.756.000.000	389.168.012.008	34,37
2014	2015	S-69/MK.2/2015	25-May-15	<ul style="list-style-type: none"> <li>- 8 Juni 2015 (Tahap I)</li> <li>- 8 Juli 2015 (Tahap II)</li> <li>- 7 Agustus 2015 (Tahap III)</li> <li>- 8 September 2015 (Tahap IV)</li> </ul>	Penetapan Jatuh Tempo Pembayaran Dividen PT Pelindo IV (Persero) Tahun Buku 2014 <i>Determination of Dividend Payment Due PT Pelindo IV (Persero) for Fiscal Year 2014</i>	92.345.318.900	476.266.179.106	19,39
2015	2016	S-89/MK.2/2016	03-Jun-16	<ul style="list-style-type: none"> <li>- 17 Juni 2016 (Tahap I)</li> <li>- 15 Juli 2016 (Tahap II)</li> <li>- 16 Agustus 2016 (Tahap III)</li> </ul>	Penetapan Jatuh Tempo Pembayaran Dividen PT Pelindo IV (Persero) Tahun Buku 2015 <i>Determination of Dividend Payment Due PT Pelindo IV (Persero) for Fiscal Year 2015</i>	102.115.000.000	493.129.174.369	20,71
2016	2017	S-56/MK.2/2017	26-May-17	<ul style="list-style-type: none"> <li>- 8 Juni 2017 (Tahap I)</li> <li>- 7 Juli 2017 (Tahap II)</li> <li>- 8 Agustus 2017 (Tahap III)</li> <li>- 8 September 2017 (Tahap IV)</li> <li>- 6 Oktober 2017 (Tahap V)</li> <li>- 8 November 2017 (Tahap VI)</li> </ul>	Penetapan Jatuh Tempo Pembayaran Dividen PT Pelindo IV (Persero) Tahun Buku 2016 <i>Determination of Maturity of Dividend Payment of PT Pelindo IV (Persero) for Fiscal Year 2016</i>	97.661.700.000	332.933.968.323	29,33

Tahun Buku Fiscal year	Dibayarkan Tahun Paid in	No. Surat Letter Number	Tanggal Pengumuman Date of Announcement	Tanggal Pembayaran Date of Payment	Keterangan/ Kebijakan Description/ policy	Dividen Dividend	Laba Perseroan Company's Profit	Dividen Payout Rasio
2017	2018	SR-729/MBU.12/2017	22-Dec-17	29 Desember 2017	Penetapan Jatuh Tempo Pembayaran Dividen PT Pelindo IV (Persero) Tahun Buku 2017 Determination of Dividend Payment Due PT Pelindo IV (Persero) for Fiscal Year 2017	171.430.000.000	420.988.575.717	40,72
2018	2019	Risalah RUPS No. 14	29/4/2019	23 Mei 2019	Penetapan Jatuh Tempo Pembayaran Dividen PT Pelindo IV (Persero) Tahun Buku 2018 Determination of Dividend Payment Due PT Pelindo IV (Persero) for Fiscal Year 2018	130.453.258.000	326.133.143.375	40,00
2019	2020	Risalah RUPS No.05	06/07/2020	3 Agustus 2020	Penetapan Jatuh Tempo Pembayaran Dividen PT Pelindo IV (Persero) Tahun Buku 2019 Determination of Dividend Payment Due PT Pelindo IV (Persero) for Fiscal Year 2019	83.958.445.763	438.787.332.440	19,13

## Program Kepemilikan Saham Oleh Karyawan dan/atau Manajemen Yang Dilaksanakan Perusahaan (ESOP/MSOP)

Perseroan belum menawarkan sahamnya ke public dan belum menjadi perusahaan terbuka, dan hingga akhir tahun 2020, tidak terdapat program kepemilikan saham oleh karyawan dan/atau manajemen. Sehingga, informasi terkait jumlah saham ESOP/mSOP dan realisasinya, jangka waktu, persyaratan karyawan dan/atau manajemen yang berhak, serta harga exercise, tidak tersedia dalam laporan tahunan ini.

## Realisasi Penggunaan Dana Hasil Penawaran Umum

### Program Kepemilikan Saham Oleh Karyawan dan/atau Manajemen Yang Dilaksanakan Perusahaan (ESOP/MSOP)

Perseroan belum menawarkan sahamnya ke public dan belum menjadi perusahaan terbuka, dan hingga akhir tahun 2020, tidak terdapat program kepemilikan

## Share Ownership Program by Employees and / or Management Implemented by the Company (ESOP / MSOP)

The company has not yet offered its shares to the public and is not yet a public company. Until the end of 2020, there was no employee and / or management share ownership program. Thus, information related to the number of ESOP / mSOP shares and their realization, term, requirements for eligible employees and / or management, as well as exercise prices is not available in this annual report.

## Realization of Use of Proceeds from Public Offering

### Share Ownership Program by Employees and / or Management Implemented by the Company (ESOP / MSOP)

The company has not yet offered its shares to the public and is not yet a public company. Until the end of 2020, there was no employee and / or management share



saham oleh karyawan dan/atau manajemen. Sehingga, informasi terkait jumlah saham ESOP/mSOP dan realisasinya, jangka waktu, persyaratan karyawan dan/atau manajemen yang berhak, serta harga exercise, tidak tersedia dalam laporan tahunan ini.

## Realisasi Penggunaan Dana Hasil Penawaran Umum

Hingga akhir tahun 2020, informasi terkait total perolehan dana, rencana penggunaan dana, rincian penggunaan dana, saldo dana, dan tanggal persetujuan RUPS/RUPO atas perubahan penggunaan dana tidak dapat disajikan dalam laporan tahunan ini karena Perseroan belum melakukan penawaran umum atas sahamnya ke publik.

Akan tetapi, Perseroan pada tahun 2020 telah mengeluarkan obligasi, berikut adalah realisasi penggunaan dana obligasi tersebut:

ownership program. Thus, information related to the number of ESOP / mSOP shares and their realization, term, requirements for eligible employees and / or management, and exercise price is not available in this annual report.

## Realization of Use of Proceeds from Public Offering

Until the end of 2020, information regarding the total proceeds of funds, plans for the use of funds, details on the use of funds, balance of funds, and the date of approval of the GMS / RUPO for changes in the use of funds cannot be presented in this annual report because the Company has not made a public offering of its shares to the public.

However, in 2020 the Company has issued bonds, the following is the realization of the use of the bond proceeds:

Jenis Penawaran Umum : Efek Bersifat Utang Type of Public Offering : Debt Securities		
Tanggal Efektif	Selasa/ Tuesday, 28 Juni/June 2018	Effective Date
Realisasi Hasil Penawaran Umum	Rp3.000.000.000.000	Realization of Results of Public Offering
Biaya Penawaran Umum	Rp5.818.279.535	Public Offering Fee
Hasil Bersih	Rp2.994.181.720.465	Net Results

Rencana Penggunaan Dana Plan for Use of the Funds		
Refinancing Pinjaman Mandiri	Rp1.608.603.064.101	Mandiri Refinancing Loans
Refinancing Pinjaman BRI	Rp106.931.276.564	BRI Refinancing Loans
Pembiayaan Program Investasi (program infrastruktur dan suprastruktur Makassar New Port)	Rp1.040.759.495.186	Financing of Investment Program (Makassar New Port infrastructure and superstructure program)
Pembelian Alat Fasilitas Pelabuhan di Terminal Petikemas Bitung, Kendari New Port, dan cabang Pantoloan	Rp237.887.884.614	Purchasing of Port Facility at Bitung Container Terminal, Kendari New Port, and Pantoloan Branch

Realisasi Penggunaan Dana Realization of Use of Funds		
Refinancing Pinjaman Mandiri	Rp1.608.603.064.101	Mandiri Refinancing Loans
Refinancing Pinjaman BRI	Rp106.931.276.564	BRI Refinancing Loans
Pembiayaan Program Investasi (program infrastruktur dan suprastruktur Makassar New Port)	Rp1.040.759.495.186	Financing of Investment Program (Makassar New Port infrastructure and superstructure program)
Pembelian Alat Fasilitas Pelabuhan di Terminal Petikemas Bitung, Kendari New Port, dan cabang Pantoloan	Rp. 237.887.884.614	Purchasing of Port Facility at Bitung Container Terminal, Kendari New Port, and Pantoloan Branch
Sisa Dana Penawaran Umum	Rp. -	Public Offering Remaining Funds

## Kontribusi kepada Negara

## Contribution to the State

Dalam Rp Juta In millions of Rupiah						
Kontribusi Kepada Negara	2016	2017	2018	2019	2020	Country Contributions
Pajak Pertambahan Nilai	203.159	271.683	288.009	271.254	281.866	value-added tax
Pajak Penghasilan 21	33.482	36.974	42.815	62.822	58.738	Income Tax 21
Pajak Penghasilan 23	5.699	6.190	11.755	15.078	17.296	Income Tax 23
Pajak Penghasilan 4	9.308	45.601	53.875	28.486	35.311	Income Tax 4
Pajak Penghasilan 25 (Badan)	159.991	128.551	167.449	170.245	81.810	Income Tax 25 (Agency)
Pajak Penghasilan 15	142	377	1.889	2.328	2.539	Income Tax 15
Pajak Penghasilan 22	2.886	1.902	2.928	12.458	5.614	Income Tax 22
Pajak Lainnya	13.685	2.394	62.373	10.780	14.081	Other taxes
<b>TOTAL PEMBAYARAN PAJAK</b>	<b>428.352</b>	<b>493.672</b>	<b>631.094</b>	<b>573.450</b>	<b>497.255</b>	<b>TOTAL TAX PAYMENTS</b>
Penerimaan Negara Bukan Pajak	62.824	66.356	97.512	95.754	109.046	Non-tax revenue
<b>TOTAL PAJAK + PNBP</b>	<b>491.176</b>	<b>560.028</b>	<b>728.606</b>	<b>669.204</b>	<b>606.301</b>	<b>TOTAL TAX + NON-TAX</b>

## Investasi, Ekspansi, Divestasi, Penggabungan/Peleburan Usaha, Akuisisi Atau Restrukturisasi Utang/Modal

### Investasi

Investasi untuk pengembangan pada tahun 2020 mencapai Rp 1.527.365.228.029 dengan rincian sebagai berikut:

## Investment, Expansion, Divestment, Merger / Consolidation, Acquisition or Restructuring of Debt / Capital

### Investment

Investment for development in 2020 reaches Rp1,527,365,228,029 with the following details:

Investasi	Realisasi Investasi 2020 (Dalam Rp) Investment Realization 2020 (In Rp)	Investation
Bangunan Fasilitas Pelabuhan	1.125.573.081.039	Port Facility Building
Kapal	39.122.840.650	Ship
Alat-Alat Fasilitas Pelabuhan	334.015.239.277	Port Facility Equipment
Instalasi Fasilitas Pelabuhan	3.124.807.531	Port Facility Installation
Tanah	2.992.752.000	Lands
Jalan Dan Bangunan	14.377.635.149	Roads and Buildings
Peralatan	840.953.000	Equipment
Kendaraan	1990.909.091	Vehicle
Emplasemen	5.327.010.292	Emplacement
<b>Jumlah</b>	<b>1.527.365.228.029</b>	<b>Total</b>

## Ekspansi

Pada tahun 2020, Perusahaan tidak melakukan aktivitas ekspansi.

## Divestasi

Pada tahun 2020, Perusahaan tidak melakukan aktivitas divestasi.

## Penggabungan/Peleburan Usaha

Pada tahun 2020, Perusahaan tidak melakukan aktivitas penggabungan/peleburan usaha.

## Akuisisi

Pada tahun 2020, Perusahaan tidak melakukan aktivitas akuisisi.

## Restrukturisasi Utang/Modal

Pada tahun 2020, Perusahaan tidak melakukan aktivitas restrukturisasi utang/modal.

## Informasi Transaksi Material Yang Mengandung Benturan Kepentingan Dan/ Atau Transaksi Dengan Pihak Afiliasi

## Expansion

In 2020, the Company did not carry out any expansion activities.

## Divestment

In 2020, the Company did not carry out any divestment activities.

## Merger / Consolidation of Business

In 2020, there was no merger / consolidation activity carried out by the Company.

## Acquisition

In 2020, the Company did not carry out any acquisition activities.

## Debt / Capital Restructuring

In 2020, there were no debt / capital restructuring activities carried out by the Company.

## Information on Material Transactions Containing Conflict of Interest and / or Transactions with Affiliated Parties

	31 Desember / December 2020	31 Desember / December 2019	Persentase Terhadap Jumlah Aset Percentage to Total Assets		
<b>Bank</b>					<b>Bank</b>
Rupiah	134.583.133.573	75.475.056.098	1,14%	0,72%	Rupiah
Valuta Asing	7.933.311.774	6.182.607.123	0,07%	0,06%	Foreign exchange
Jumlah Setara Kas	142.516.445.347	81.657.663.221	1,21%	0,78%	Total of Cash Equivalents
Deposito					Deposit
Rupiah	495.700.000.000	380.457.500.000	4,21%	16,52%	Rupiah
Valuta Asing	35.262.500.000	-	0,30%	0,00%	Foreign exchange
Jumlah Deposito	530.962.500.000	380.457.500.000	4,51%	3,61%	Total Deposits
Jumlah	673.478.945.347	462.115.163.221	5,72%	4,39%	Total
<b>Piutang Usaha</b>					<b>Accounts receivable</b>
<b>Instansi Pemerintah</b>					<b>Government agencies</b>
<b>BUMN/BUMD:</b>					<b>State-Owned Enterprises (BUMNs) / Local-Owned Enterprises (BUMDs):</b>
PT Djakarta Lloyd	3.383.976.050	3.373.254.332	0,03%	0,03%	PT Djakarta Lloyd
PT Pelni (Persero)	2.820.282.896	6.266.037.926	0,02%	0,06%	PT Pelni (Persero)

	31 Desember / December 2020	31 Desember / December 2019	Persentase Terhadap Jumlah Aset Percentage to Total Assets		
PT Pembangkit Jawa Bali	764.829.325	2.945.228.679	0,01%	0,03%	PT Pembangkit Jawa Bali
PT Semen Tonasa (Persero)	525.972.944	21.594.375	0,00%	0,00%	PT Semen Tonasa (Persero)
PT Perikanan Nusantara (Persero)	444.119.250	-	0,00%	0,00%	PT Perikanan Nusantara (Persero)
PT Pertamina	382.678.588	5.949.817.715	0,00%	0,06%	PT Pertamina
TNI Angkatan Laut	222.084.895	1.084.738.912	0,00%	0,00%	TNI Angkatan Laut
PT Bank Mandiri (Persero) Tbk	157.517.822	-	0,00%	0,00%	PT Bank Mandiri (Persero) Tbk
PT Bhandha Ghara Reksa	57.373.225	165.090.605	0,00%	0,00%	PT Bhandha Ghara Reksa
Perusda - Aneka Usaha dan Jasa	14.924.750	159.025.000	0,00%	0,00%	Perusda - Various Businesses and Services
PT Waskita Karya (Persero) Tbk	-	117.874.616	0,00%	0,00%	PT Waskita Karya (Persero) Tbk
PT Wijaya Karya (Persero) Tbk	-	5.619.896.574	0,00%	0,05%	PT Wijaya Karya (Persero) Tbk
Lain-lain (di bawah Rp100 juta)	720.384.641	23.207.608.824	0,01%	0,22%	Others (under IDR 100 million)
Sub Jumlah	9.738.315.972	50.023.603.455	0,08%	0,47%	Sub Total
Cadangan kerugian kredit bersih	(5.504.010.433)	(3.492.689.122)	-0,05%	-0,03%	Net credit loss allowance
<b>Jumlah</b>	<b>4.234.305.539</b>	<b>46.530.914.333</b>	<b>0,08%</b>	<b>0,46%</b>	<b>Total</b>
<b>Aset Keuangan Lancar Lainnya</b>					<b>Other Current Financial Assets</b>
PT Pengurakan Indonesia (Persero)	-	3.009.000.000	0,00%	0,03%	PT Pengurakan Indonesia (Persero)
Sekretariat Bersama - PT Pelindo I s.d. IV	2.230.403.180	2.230.403.180	0,02%	0,02%	Joint Secretariat - PT Pelindo I s.d. IV
Piutang Pegawai	60.971.185	1.093.322.754	0,00%	0,01%	Employee Receivables
<b>Jumlah</b>	<b>2.291.374.365</b>	<b>6.332.725.934</b>	<b>0,02%</b>	<b>0,06%</b>	<b>Total</b>
<b>Utang Usaha</b>					<b>Accounts payable</b>
PT Pertamina (Persero)	20.944.416.351	401.874.958	0,16%	0,00%	PT Pertamina (Persero)
PT Brantas Abipraya (Persero)	12.541.378.761	24.855.813.015	0,11%	0,24%	PT Brantas Abipraya (Persero)
PT Sucofindo (Persero)	2.184.800.000	-	0,02%	0,00%	PT Sucofindo (Persero)
KSOP	1.310.409.557	-	0,01%	0,00%	KSOP
KUPP	1.153.067.000	-	0,01%	0,00%	KUPP
PT Virama Karya (Persero)	1.024.274.160	-	0,01%	0,00%	PT Virama Karya (Persero)
PT PLN (Persero)	976.449.000	976.449.000	0,01%	0,01%	PT PLN (Persero)
PT Pelabuhan Indonesia III (Persero)	925.000.000	925.000.000	0,01%	0,01%	PT Pelabuhan Indonesia III (Persero)



	31 Desember / December 2020	31 Desember / December 2019	Persentase Terhadap Jumlah Aset Percentage to Total Assets		
PT Telekomunikasi Indonesia (Persero) Tbk	824.889.510	-	0,01%	0,00%	PT Telekomunikasi Indonesia (Persero) Tbk
PT PP (Persero)	599.724.720	-	0,01%	0,00%	PT PP (Persero)
PT Pelabuhan Indonesia II (Persero)	593.535.938	593.535.938	0,00%	0,00%	PT Pelabuhan Indonesia II (Persero)
PT Wijaya Karya (Persero)	7.394.545	7.394.545	0,01%	0,01%	PT Wijaya Karya (Persero)
PT BKI (Persero)	-	1.770.915.860	0,00%	0,00%	PT BKI (Persero)
PT Adhi Karya (Persero)	-	25.672.457.821	0,00%	0,02%	PT Adhi Karya (Persero)
PT Yodya Karya (Persero)	-	328.843.637	0,00%	0,24%	PT Yodya Karya (Persero)
Lain-lain (di bawah Rp500 juta)	5.059.421.926	4.703.943.945	0,04%	0,00%	Others (under IDR 500 million)
<b>Jumlah</b>	<b>48.144.761.468</b>	<b>60.236.228.719</b>	<b>0,41%</b>	<b>0,04%</b>	<b>Total</b>

<b>Liabilitas Keuangan Jangka Pendek Lainnya</b>					<b>Other Current Financial Liabilities</b>
PNBP	-	5.164.073.327	0,00%	0,05%	PNBP
Uang Porsekot	10.863.271.570	9.312.908.119	0,09%	0,09%	Porsecott Money
Uang Titipan	79.059.689.880	74.495.223.102	0,66%	0,71%	Deposit
Jumlah	89.922.961.450	88.972.204.548	0,76%	0,84%	Amount
Pinjaman Bank					Bank Loan
<b>Rupiah</b>					<b>Rupiah</b>
PT Bank Mandiri (Persero) Tbk	469.325.333.312	-	3,94%	0,00%	PT Bank Mandiri (Persero) Tbk
PT Bank Negara PT Bank Negara Indonesia (Persero), Tbk	469.325.333.312	-	3,94%	0,00%	PT Bank Negara PT Bank Negara Indonesia (Persero), Tbk
PT Bank Rakyat Indonesia (Persero), Tbk	25.901.022.556	37.855.416.408	0,22%	0,36%	PT Bank Rakyat Indonesia (Persero), Tbk
<b>Jumlah</b>	<b>964.551.689.180</b>	<b>37.855.416.408</b>	<b>0,22%</b>	<b>0,36%</b>	<b>Total</b>

Sifat hubungan dan jenis transaksi yang material dengan pihak berelasi dengan rincian sebagai berikut:

The nature of the relationship and types of material transactions with related parties are as follows:

No.	Pihak-pihak Berelasi Related Parties	Sifat hubungan Type of Relationship	Transaksi Transaction
1	PT Bank mandiri (Persero) Tbk	Institusi keuangan yang dikendalikan pemerintah R.I Financial institution controlled by The Government R. I	Giro Pinjaman Bank Bank account Bank Loan
2	PT Bank BRI (Persero) Tbk	Institusi keuangan yang dikendalikan pemerintah R.I Financial institution controlled by The Government R. I	Giro Pinjaman Bank Bank account Bank Loan
3	PT Bank Negara Indonesia (Persero) Tbk	Institusi keuangan yang dikendalikan pemerintah R.I Financial institution controlled by The Government R. I	Giro Pinjaman Bank Bank account Bank Loan

No.	Pihak-pihak Berelasi Related Parties	Sifat hubungan Type of Relationship	Transaksi Transaction
4	PT PLN (Persero)	Institusi keuangan yang dikendalikan pemerintah R.I <i>Financial institution controlled by The Government R.I</i>	Piutang usaha <i>Account Receivable</i>
5	PT Djakarta Lloyd (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
6	PT Pelni (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
7	PT Semen Tonasa (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
8	PT Pertamina (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
9	PT Perikanan Nusantara (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
10	PT Waskita Karya (Persero) Tbk	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
11	PT Bhandas Ghara Reksa (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
12	Pembangkit Jawa Bali	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
13	Perusda- Aneka Usaha dan Jasa	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
14	TNI Angkatan Laut	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Piutang usaha <i>Account Receivable</i>
15	PT Pembangunan Perumahan (Persero) Tbk	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Utang usaha <i>Account Payable</i>
16	Instansi Pemerintah (misal, Kantor Syahbandar Operasi Pelabuhan / KSOP, Ditjen. Bea & Cukai, dan Karantina) <i>Government Agencies (for example, the Office of the Port Operations Harbormaster / KSOP, Directorate General of Customs &amp; Excise, and Quarantine)</i>	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Utang usaha <i>Account Payable</i>
17	PT Pelabuhan Indonesia II (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Utang usaha <i>Account Payable</i>
18	PT Pelabuhan Indonesia III (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Utang usaha <i>Account Payable</i>
19	PT Telekomunikasi Indonesia (Persero) Tbk	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Utang usaha <i>Account Payable</i>
20	PT Wijaya Karya (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Utang usaha <i>Account Payable</i>
21	PT Brantas Adipraya (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Utang usaha <i>Account Payable</i>
22	PT Sucofindo (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Utang usaha <i>Account Payable</i>
23	PT Virama Karya (Persero)	Entitas lainnya yang dikendalikan oleh Pemerintah R.I <i>other entities controlled by the Government of the R.I</i>	Utang usaha <i>Account Payable</i>

### Alasan dilakukannya Transaksi

Seperti halnya transaksi pada umumnya, transaksi dengan Pihak Berelasi yang dilakukan Perusahaan dilakukan untuk mendukung operasional Perusahaan.

### Reason for Transaction

Just like any transaction, the Company's transactions with related parties are intended to support the Company's operations.

### Penjelasan mengenai Kewajaran Transaksi

Kewajaran seluruh transaksi yang dilakukan Perusahaan dengan Pihak-pihak Berelasi/Berafiliasi telah diungkapkan pada laporan keuangan, dan telah sesuai dengan standar PSAK 7 (revisi 2014) tentang "Pengungkapan Pihak-pihak Berelasi". Semua transaksi dengan pihak yang berelasi, dilakukan dengan persyaratan, tingkat harga, dan kondisi normal sebagaimana yang dilakukan dengan pihak ketiga dan telah diungkapkan dalam laporan keuangan. Tidak ada perbedaan kebijakan harga dan syarat transaksi antara pihak-pihak berelasi dan pihak ketiga.

### Kebijakan Perusahaan Terkait mekanisme review atas Transaksi

Mekanisme *review* Perusahaan atas transaksi dengan Pihak-pihak Berelasi dilakukan melalui proses audit, khususnya audit yang telah dilakukan oleh akuntan publik dan dipublikasikan, dimana mekanisme ini tertuang dalam PSAK 7 (revisi 2014) tentang "Pengungkapan Pihak-pihak Berelasi".

### Pemenuhan Peraturan dan Ketentuan Terkait

Pemenuhan peraturan dan ketentuan terkait, yaitu Standar Akuntansi Keuangan (SAK) di Indonesia dilakukan melalui upaya pengungkapan PSAK 7 (revisi 2014) tentang "Pengungkapan Pihak-pihak Berelasi" dalam laporan keuangan Perusahaan tahun 2018 yang telah diaudit oleh Akuntan Publik.

### Perubahan Peraturan Perundang-Undangan Yang Berpengaruh Signifikan Terhadap Perusahaan

Hingga akhir tahun 2020, tidak terdapat perubahan peraturan Perundang-undangan yang berpengaruh signifikan terhadap Perseroan.

### Perubahan Kebijakan Akuntansi yang Diterapkan Perusahaan pada Tahun Buku Terakhir

#### Standar, Amendemen/Penyesuaian dan Interpretasi Standar yang Berlaku Efektif pada Tahun Berjalan:

Dalam tahun berjalan, Grup telah menerapkan standar baru, sejumlah amandemen dan interpretasi PSAK yang relevan dengan operasinya dan efektif untuk periode akuntan yang dimulai pada 1 Januari 2020.

### Explanation Regarding Transaction Fairness

The fairness of all transactions carried out by the Company with Related / Affiliated Parties has been disclosed in the financial statements and is in accordance with the standard PSAK 7 (revised 2014) regarding "Related Party Disclosures". All transactions with related parties are carried out in the same manner as other transactions with third parties, namely accompanied by the same terms, price levels and normal conditions. This information has been disclosed in the financial statements. There are no differences in pricing policies and transaction terms between related parties and third parties.

### Company Policy Regarding Transaction Review Mechanism

The Company review mechanism for transactions with related parties is carried out through an audit process, particularly audits conducted by public accountants and published. This mechanism is contained in PSAK 7 (revised 2014) on "Related Party Disclosures".

### Fulfillment of Related Regulations and Conditions

Fulfillment of related regulations and provisions, namely Financial Accounting Standards (SAK), in Indonesia is carried out through disclosure of PSAK 7 (revised 2014) regarding "Related Party Disclosures" in the Company's 2018 financial statements which have been audited by a Public Accountant.

### Amendments to the Laws and Regulations which have a significant effect on the company

Until the end of 2020, there were no changes in the laws and regulations that have a significant impact on the Company.

### Changes in Accounting Policies Implemented by the Company in the Last Financial Year

#### Standards, Amendments / Adjustments and Standard Interpretations Effective in the Current Year:

During the current year, the Group has implemented new standards, a number of amendments and interpretations of PSAK that are relevant to its operations and are effective for the accounting period starting January 1, 2020.

- PSAK 71, Instrumen Keuangan
- PSAK 72, Pendapatan dari Kontrak dengan Pelanggan
- PSAK 73 Sewa
- Konsesi Sewa Terkait Covid-19 (Amendemen PSAK 73, Sewa)
- PSAK 15 (amendemen), Investasi pada Entitas Asosiasi dan Ventura Bersama tentang Kepentingan Jangka Panjang Entitas Asosiasi dan Ventura Bersama.
- Berbagai amendemen dan penyesuaian atas PSAK 1:
- Reformasi Acuan Suku Bunga (Amendemen PSAK 71, PSAK 55 dan PSAK 60).
- ISAK 36, Interpretasi atas Interaksi antara Ketentuan Mengenai Hak Atas Tanah dalam PSAK 16: Aset Tetap dan PSAK 73: Sewa

### Standar, Amendemen/Penyesuaian dan Interpretasi Standar telah diterbitkan tetapi belum diterapkan:

Amendemen dan penyesuaian standar berikut efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2021:

- PSAK 22 (amendemen), Kombinasi Bisnis tentang Definisi Bisnis
- PSAK 110 (penyesuaian), Akuntansi Sukuk
- PSAK 111 (penyesuaian), Akuntansi Wa'd

Amendemen dan PSAK berikut efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2021, dengan penerapan dini diperkenankan yaitu:

- Amendemen PSAK 71, Amendemen PSAK 55, Amendemen PSAK 60, Amendemen PSAK 62 Dan Amendemen PSAK 73 Tentang Reformasi Acuan Suku Bunga-Tahap 2
- PSAK 112, Akuntansi Wakaf
- PSAK 101 (amendemen), Penyajian Laporan Keuangan Syariah

Amendemen dan penyesuaian tahunan standar berikut efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2022, dengan penerapan dini diperkenankan yaitu:

- PSAK 22 (amendemen), Kombinasi Bisnis tentang Referensi ke Kerangka Konseptual
- PSAK 57 (amendemen), Provisi, Liabilitas Kontinjensi, dan Aset Kontinjensi tentang Kontrak Memberatkan-Biaya Memenuhi Kontrak

- PSAK 71, Financial Instruments
- PSAK 72, Revenue from Contracts with Customers
- PSAK 73 Leases
- Lease Concessions Related to Covid-19 (Amendments to PSAK 73, Leases)
- PSAK 15 (amendments), Investments in Associates and Joint Ventures concerning Long-Term Interests of Associates and Joint Ventures.
- Various amendments and adjustments to PSAK 1:
- Reform of Interest Rate Reference (Amendments to PSAK 71, PSAK 55 and PSAK 60).
- ISAK 36, Interpretation of the Interaction between Provisions regarding Land Rights in PSAK 16: Fixed Assets and PSAK 73: Leases

### Standards, Amendments / Adjustments and Standard Interpretations have been published but have not been implemented:

The following amendments and standard adjustments are effective for periods beginning on or after January 1, 2021:

- PSAK 22 (amendments), Business Combinations on Business Definitions
- PSAK 110 (adjustment), Sukuk Accounting
- PSAK 111 (adjustment), Wa'd Accounting

The following amendments and PSAK are effective for periods beginning on or after January 1, 2021, with earlier application permitted, namely:

- Amendments to PSAK 71, Amendments to PSAK 55, Amendments to PSAK 60, Amendments to PSAK 62 and Amendments to PSAK 73 concerning Interest Rate Reference Reform - Phase 2
- PSAK 112, Accounting for Waqf
- PSAK 101 (amendment), Presentation of Sharia Financial Statements

The following amendments and standard annual adjustments are effective for periods beginning on or after January 1, 2022, with earlier application permitted, namely:

- PSAK 22 (amendments), Business Combinations regarding References to Conceptual Frameworks
- PSAK 57 (amendments), Provisions, Contingent Liabilities, and Contingent Assets regarding Burdensome Contract - Contract Fulfillment Costs



- PSAK 69 (Penyesuaian Tahunan 2020), Agrikultur
- PSAK 71 (Penyesuaian Tahunan 2020), Instrumen Keuangan
- PSAK 73 (Penyesuaian Tahunan 2020), Sewa

PSAK 1 (amendemen), Penyajian Laporan Keuangan tentang Klasifikasi Liabilitas sebagai Jangka Pendek atau Jangka Panjang efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2023.

PSAK 74, Kontrak Asuransi efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2025.

Sampai dengan tanggal penerbitan laporan keuangan konsolidasian, Perseroan masih mempelajari dampak yang mungkin timbul atas penerapan PSAK tersebut pada laporan keuangan konsolidasian.

## Informasi Kelangsungan Usaha

Pertumbuhan industri tidak lepas dari perkembangan aktivitas ekonomi. Oleh karena itu, pada tahun 2019 Perseroan terus mencermati kondisi ekonomi untuk meminimalisasi risiko, meraih peluang usaha dan mengembangkan kapabilitas jangka panjang.

Perseroan justru melihat Kawasan Timur Indonesia yang hinterlandnya yang menjadi pasar Perseroan, aktivitas ekonominya dominan berbasis konsumsi (consumption driver's) dan produksi sumber daya alam (batubara, gas, dll) secara umum terdukung oleh kondisidi atas, sehingga secara proporsional juga mendukung capaian target volume pasar/ trafik yang sedikit lebih balk dari perkiraan semua.

Adapun sepanjang tahun 2020, tidak terdapat hal-hal yang berpengaruh signifikan terhadap keberlangsungan usaha Perseroan.

- PSAK 69 (2020 Annual Adjustment), Agriculture
- PSAK 71 (2020 Annual Adjustment), Financial Instruments
- PSAK 73 (2020 Annual Adjustment), Leases

PSAK 1 (amendments), Presentation of Financial Statements concerning Classification of Liabilities as Current or Non-Current is effective for periods beginning on or after January 1, 2023.

PSAK 74, Insurance Contracts are effective for periods beginning on or after January 1, 2025.

Until the issuance date of the consolidated financial statements, the Company is still studying the impact that may arise from the application of this PSAK on the consolidated financial statements.

## Business Continuity Information

Industrial growth is closely related to the development of economic activity. Therefore, in 2019 the Company continues to pay close attention to economic conditions to minimize risks, seize business opportunities and develop long-term capabilities.

The Company actually sees that Eastern Indonesia with its hinterland deserves to be the Company's market. Its economic activities are predominantly based on consumption (consumption drivers) with the production of natural resources (coal, gas, etc.) which are generally supported by these conditions resulting in the achievement of market / traffic volume targets that exceed initial estimates.

Throughout 2020, there were no matters that had a significant effect on the Company's business continuity.



# TATA KELOLA PERUSAHAAN

## Good Corporate Governance



Melalui penerapan best practice GCG, Perseroan berupaya memberikan nilai lebih kepada pemangku kepentingan diantaranya melalui sikap dan perilaku yang sejalan dengan budaya Perusahaan, memberikan pelayanan yang excellent, menjamin akuntabilitas melalui sistem pengendalian internal serta menciptakan iklim usaha yang sehat demi keberlanjutan bisnis Perusahaan.

Through the implementation of GCG best practices, Company seeks to provide added value to stakeholders including attitudes and behaviors that are in line with company culture, provide excellent services, ensure accountability through internal control systems and create a healthy business climate in the company's business sustainability.









## TATA KELOLA PERSEROAN

Good Corporate Governance



**Perseroan menyadari bahwa penyelenggaraan kegiatan usaha yang baik di sertai dengan dasar penerapan GCG yang kuat akan berdampak positif pada kinerja keuangan Perseroan**

The Company realizes that the implementation of good business activities accompanied by strong GCG implementation will have a positive impact on the Company's financial performance





## Komitmen Dalam Mengimplementasikan Tata Kelola Perusahaan Yang Baik (GCG)

Pelindo IV sangat memahami bahwa industri Kepelabuhanan memiliki peran penting dalam perekonomian Nasional. Kualitas *governance* yang tidak baik akan berdampak negatif bagi perekonomian Nasional. Perseroan menyadari bahwa penyelenggaraan kegiatan usaha yang baik di sertai dengan dasar penerapan GCG yang kuat akan berdampak positif pada kinerja keuangan Perseroan. Dengan kinerja keuangan yang baik, maka akan semakin menguatkan posisi Perseroan didalam persaingan global, dan tentu saja akan memberi jalan untuk perkembangan Perseroan di tahun- tahun selanjutnya.

Dengan berpegang teguh pada prinsip GCG, dan senantiasa menjalankannya di setiap proses yang dilakukan, maka Perseroan akan mendapatkan kepercayaan dari setiap *stakeholder* serta mendapat dukungan baik dari internal maupun eksternal Perseroan. Oleh karenanya Perseroan senantiasa menjalankan prinsip-prinsip GCG meliputi Transparansi, Akuntabilitas, Pertanggungjawaban, Independensi, Kesetaraan dan juga Kewajaran. Penerapan prinsip-prinsip tersebut di lingkungan Perseroan, sudah disepakati oleh Dewan Komisaris, Direksi, jajaran manajemen dan seluruh insan Pelindo IV guna menciptakan Perseroan yang senantiasa tumbuh dan berdaya saing global, serta kuat dan bertahan dalam menjalankan usaha.

## Tujuan Implementasi Tata Kelola Perseroan Yang Baik

Seluruh komitmen insan Pelindo IV dalam mengimplementasi GCG memiliki beberapa tujuan sebagai berikut:

1. Meningkatkan efisiensi operasi  
Implementasi GCG yang dijalankan Perseroan diharapkan dapat meningkatkan sistem akuntabilitas, meningkatkan kualitas mekanisme pengawasan, meningkatkan kualitas proses pengambilan keputusan, serta meningkatkan

## Commitment to Implementation of Good Corporate Governance (GCG)

Pelindo IV fully understands that the Port industry plays an important role in the national economy. Poor governance will have a negative impact on the national economy. The Company realizes that the implementation of good business activities accompanied by strong GCG implementation will have a positive impact on the Company's financial performance. With good financial performance, the Company's position is getting stronger in global competition, and of course paving the way for the Company's development in the following years.

By adhering to the principles of GCG and implementing it in every process, trust will emerge from each stakeholder and the Company will receive support from both internal and external. Therefore, the Company always implements GCG principles which include transparency, accountability, responsibility, independence, equality and fairness. The application of these principles within the Company constitutes an agreement between the Board of Commissioners, Board of Directors, management and all Pelindo IV personnel in order to create a Company that continues to grow and is globally competitive, strong and able to survive in running its business.

## The Purpose of Implementing Good Corporate Governance

The commitment of Pelindo IV personnel in implementing GCG has several objectives as follows:

1. Improving the operating efficiency  
The implementation of GCG carried out by the Company is expected to improve the accountability system, improve the quality of the supervisory mechanism, improve the quality of the decision-making process, and improve the quality of

kualitas kepatuhan tiap organ Perseroan terhadap peraturan yang berlaku. Peningkatan kualitas yang menghasilkan peningkatan efisiensi operasi diharapkan dapat memenuhi kepentingan tiap pemangku kepentingan secara seimbang.

2. Meminimalisasi *cost of capital*  
Pelindo IV meyakini bahwa pengelolaan Perseroan yang baik dan sehat akan menciptakan persepsi positif bagi kreditor. Hal tersebut berperan dalam meminimalisasi biaya modal yang harus dikeluarkan bila Perseroan mengajukan pinjaman.
3. Meningkatkan citra Perseroan  
Implementasi GCG yang berjalan optimal berpengaruh terhadap peningkatan citra positif Perseroan, yang pada akhirnya dapat menciptakan persepsi baik bagi investor atau masyarakat sebagai pemangku kepentingan. Pada akhirnya, citra positif Perseroan diharapkan dapat meningkatkan kepercayaan konsumen kepada Perseroan.
4. Meningkatkan nilai Perseroan  
Implementasi GCG secara optimal yang dilakukan Perseroan diharapkan dapat meningkatkan nilai Perseroan bagi seluruh pemangku kepentingan.

Selain itu, Perseroan juga menyadari bahwa penerapan GCG yang optimal bermanfaat bagi Perseroan karena menghasilkan timbal balik sebagai berikut:

1. Meningkatkan disiplin dan tanggung jawab dari organ- organ Perseroan guna mencapai kinerja terbaik, profitabilitas yang unggul, dan nilai tambah yang diharapkan bagi seluruh pemangku kepentingan. Selain itu, penerapan GCG juga bermanfaat bagi kelangsungan usaha Perseroan pada jangka panjang;
2. Membangun mekanisme pengambilan keputusan yang berkualitas pada tiap organ Perseroan, yaitu pengambilan keputusan yang didasarkan pada nilai moral serta aspek kepatuhan terhadap peraturan dan perundang-undangan yang berlaku;
3. Mendorong pengelolaan Perseroan yang berjalan secara profesional, efektif, dan efisien dalam rangka mewujudkan visi dan misi Perseroan;

compliance of each of the Company's organs to applicable regulations. It is hoped that the quality improvement will result in an increase in operational efficiency to fulfill the interests of each stakeholder in a balanced manner.

2. Minimizing the cost of capital  
Pelindo IV believes that good and healthy management of the Company will generate positive perceptions for creditors. This plays a role in minimizing the cost of capital that must be incurred when the Company applies for a loan.
3. Improve the Company's image  
The optimal implementation of GCG will enhance the positive image of the Company, which in turn generates a good perception for investors or the public as stakeholders. In the end, the positive image of the Company will increase consumer confidence.
4. Increase the value of the Company  
The optimal implementation of GCG will increase the Company's value for all stakeholders.

In addition, the Company also realizes the benefits of optimal GCG implementation because it produces the following feedbacks:

1. Increasing the discipline and responsibility of the Company's organs in order to achieve the best performance, superior profitability, and expected added value for all stakeholders. In addition, the implementation of GCG is also beneficial for the long-term sustainability of the Company's business;
2. Building a quality decision-making mechanism at each organ of the Company, which is based on moral values and compliance with the prevailing laws and regulations;
3. Encouraging professional, effective and efficient management of the Company in an effort to realize the Company's vision and mission;

4. Memaksimalkan nilai Perseroan melalui peningkatan kualitas pengelolaan sesuai prinsip transparansi, kemandirian, akuntabilitas, pertanggungjawaban, dan kewajaran pada tiap aktivitas operasional dan bisnis Perseroan;
5. Mendorong terlaksananya pengelolaan Perseroan yang berjalan secara profesional dan independen;
6. Mencegah terjadinya penyimpangan dalam pengelolaan Perseroan.

### Acuan Implementasi Tata Kelola Perseroan Yang Baik

Acuan kebijakan Pemerintah terkait implementasi GCG yang telah diratifikasi oleh manajemen Perseroan adalah:

1. Undang-Undang RI No.19 tahun 2003 tentang Badan Usaha Milik Negara;
2. Undang-Undang RI No. 40 tahun 2007 tentang Perseroan Terbatas;
3. Peraturan Menteri Negara BUMN nomor PER-01/MBU/2011 tanggal 01 Agustus 2011 tentang Penerapan Tata Kelola Perseroan yang Baik pada Badan Usaha Milik Negara, serta perubahannya melalui Peraturan Menteri Negara BUMN No. 09/MBU/2012 tanggal 06 Juli 2012;
4. Surat Keputusan Sekretaris Kementerian Badan Usaha Milik Negara No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perseroan yang Baik pada Badan Usaha Milik Negara.

Selain itu, Perseroan juga senantiasa memperhatikan perkembangan terkini terkait best practice yang berlaku, meliputi:

1. Principles of Corporate Governance oleh Organization for Economic Co-Operation and Development (OECD);
2. ASEAN Corporate Governance Scorecard;
3. Pedoman umum GCG Indonesia oleh Komite Nasional Kebijakan Governance (KNKG);
4. Pedoman tata kelola Perseroan terbuka oleh Otoritas Jasa Keuangan (OJK).

Sebagai salah satu bentuk komitmen dalam penerapan GCG, P IV telah memiliki kebijakan internal yang berlaku

4. Maximizing the value of the Company by improving the quality of management based on the principles of transparency, independence, accountability, responsibility and fairness in all operational and business activities of the Company;
5. Encouraging the implementation of professional and independent management of the Company;
6. Preventing mismanagement of the Company.

### Reference to Implementation of Good Corporate Governance

The reference for government policies related to the implementation of GCG which has been ratified by the management of the Company are as follows:

1. RI Law No. 19 of 2003 on State-Owned Enterprises;
2. RI Law No. 40 of 2007 concerning Limited Liability Companies;
3. Regulation of the Minister of State Owned Enterprises Number PER-01 / MBU / 2011 dated 01 August 2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises, as well as amendments to it through the Regulation of the Minister of State Owned Enterprises Number 09 / MBU / 2012 dated July 6, 2012;
4. Decree of the Secretary of the Ministry of State-Owned Enterprises Number SK-16 / S.MBU / 2012 dated 6 June 2012 concerning Indicators / Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises.

In addition, the Company also constantly pays attention to the latest developments related to applicable best practices, including:

1. Principles of Corporate Governance by the Organization for Economic Co-Operation and Development (OECD);
2. ASEAN Corporate Governance Scorecard;
3. General guidelines for Indonesian GCG by the National Committee on Governance (KNKG);
4. Governance Guidelines for Public Companies from the Financial Services Authority (OJK).

As a form of commitment to implementing GCG, Pelindo IV has an internal policy that acts as a daily guideline

sebagai pedoman harian di lingkungan Perseroan. Selain itu, Perseroan juga secara berkala melakukan serangkaian kegiatan guna mendukung tata kelola Perusahaan yang berkelanjutan. Kebijakan-kebijakan internal serta serangkaian kegiatan tersebut di antaranya:

1. Pedoman GCG;
2. Pedoman Kode Etik dan Pedoman Perilaku Code of Conduct (CoC);
3. Melaksanakan pengukuran assessment GCG secara berkala;
4. Pedoman tata kerja Dewan Komisaris dan Direksi (Board of Manual);
5. Pedoman terkait Laporan Harta Kekayaan Penyelenggara Negara (LKHPN);
6. Pedoman terkait benturan kepentingan (Conflict of Interest/Col);
7. Program Pengendalian Gratifikasi;
8. Pedoman penegakan disiplin dan penanganan pelanggaran;
9. Berbagai kebijakan dan prosedur Perseroan yang senantiasa dilengkapi dan disempurnakan secara terus-menerus serta disesuaikan dengan peraturan/perundang-undangan yang berlaku dan terbaru;

Dorongan untuk mengimplementasikan prinsip-prinsip GCG dalam menjalankan operasional Perseroan sehari-hari juga merupakan wujud pemahaman dan kepedulian Perseroan dalam menjaga dan melindungi kepentingan para pemangku kepentingan baik yang berasal dari pihak internal maupun eksternal Perseroan. Semangat kesadaran akan pentingnya mengimplementasikan GCG diharapkan akan mampu memberikan nilai tambah dan kinerja yang lebih baik lagi bagi Perseroan.

Implementasi prinsip-prinsip GCG di Perseroan setiap aspeknya diuraikan sebagai berikut:

1. **Transparansi**  
Prinsip transparansi mencakup hal-hal yang relevan dengan informasi yang dibutuhkan oleh publik terkait produk, jasa, dan aktivitas operasional Perseroan yang secara potensial dapat memengaruhi perilaku pelanggan, masyarakat, dan lingkungan tetapi tidak termasuk hal-hal yang bersifat rahasia.

within the Company. In addition, the Company also regularly carries out a series of activities to support sustainable corporate governance. The internal policies and series of activities include:

1. GCG Guidelines;
2. Code of Ethics Guidelines and Code of Conduct (CoC);
3. Regular GCG assessment;
4. Board of Manual;
5. Guidelines related to the State Organizer's Asset Report (LKHPN);
6. Guidelines related to Conflict of Interest (Col);
7. Gratuity Control Program;
8. Guidelines for disciplinary enforcement and handling of violations;
9. Various policies and procedures of the Company that are constantly complemented, refined and adjusted to the prevailing laws / regulations;

The drive to implement GCG principles in the daily operations of the Company is a manifestation of the Company's understanding and concern in safeguarding and protecting the interests of stakeholders, both internal and external parties of the Company. Awareness of the importance of GCG implementation is expected to provide added value and better performance for the Company.

The implementation of GCG principles in the Company in every aspect is described as follows:

1. **Transparency**  
The principle of transparency includes matters that are relevant to information required by the public regarding the Company's products, services and operational activities which can potentially affect the behavior of customers, society and the environment and does not include confidential matters.



2. Akuntabilitas

Prinsip akuntabilitas merujuk pada kewajiban seseorang atau unit kerja Perseroan terhadap pelaksanaan wewenang yang dimilikinya dan/atau pelaksanaan tanggung jawab yang dibebankan Perseroan kepadanya.

3. Tanggung Jawab

Seluruh elemen Perseroan, yaitu Dewan Komisaris, Direksi, Manajemen, dan seluruh karyawan senantiasa melaksanakan aktivitas bisnis sejalan dengan etika yang berlaku, memenuhi kewajiban terhadap pemerintah sesuai hukum yang berlaku, menghormati budaya masyarakat di daerah operasional Perseroan, bekerja sama secara aktif demi kepentingan bersama, serta berkeinginan kuat untuk dapat memberikan kontribusi yang nyata kepada masyarakat. Terkait hal tersebut, Perseroan berharap seluruh mitra bisnis Perseroan dapat mengikuti kebijakan ini.

4. Kemandirian

Prinsip kemandirian mengacu pada suatu keadaan ketika Perseroan dikelola secara profesional tanpa benturan kepentingan serta pengaruh/tekanan dari pihak manapun, sesuai peraturan perundang-undangan yang berlaku dan prinsip-prinsip pengelolaan Perseroan yang baik.

5. Kewajaran dan Kesetaraan

Prinsip kewajaran dan kesetaraan mencakup komitmen Perseroan untuk menjamin perlakuan yang wajar dan setara kepada tiap pemangku kepentingan dalam setiap aktivitas, baik aktivitas operasional maupun bisnis, yang dilakukan Perseroan.

Implementasi GCG di Perseroan dilakukan secara berkesinambungan terutama terpusat kepada 5 (lima) aktivitas yaitu sebagai berikut:

1. *Awareness*
2. *Assesment*
3. *Improvement*
4. *Socialization*
5. *Disclosure*

2. Accountability

The principle of accountability refers to the obligations of a person or the work unit of the Company towards the implementation of the authority they have and / or the implementation of the responsibilities assigned by the Company to them.

3. Responsible

All elements of the Company, namely the Board of Commissioners, Board of Directors, Management, and all employees always carry out business activities in accordance with applicable ethics, fulfill obligations to the government according to applicable law, respect the culture of the community in the operational areas of the Company, collaborate actively for the common interest, and strives to make a real contribution to society. In this regard, the Company hopes that all of the Company's business partners can follow this policy.

4. Independence

The principle of independence refers to the condition of the Company being managed professionally without conflict of interest and influence / pressure from any party, in accordance with applicable laws and regulations and the principles of good corporate management.

5. Fairness and Equality

The principle of fairness and equality includes the Company's commitment to guarantee fair and equal treatment to every stakeholder in every activity of the Company, both operational and business activities.

The implementation of GCG in the Company is carried out continuously with a focus on 5 (five) activities, namely as follows:

1. Awareness
2. Assessment
3. Improvement
4. Socialization
5. Disclosure

1. *Awareness*

GCG diterapkan di Perseroan sebagai panduan bagi seluruh Insan Perseroan agar senantiasa bekerja dan berkontribusi pada Perseroan sesuai dengan tatanan dan prinsip yang diatur dalam GCG. Manajemen menerapkan konsep pimpinan sebagai contoh bagi karyawan dalam mengimplementasikan prinsip GCG sebagai upaya internalisasi sehingga tercipta budaya Perseroan yang patuh dan tumbuh sesuai dengan tatanan yang ada.

2. *Assessment*

Sejak berdirinya, Perseroan telah melakukan asesmen GCG sebanyak 11 kali. Tahun 2007 – 2011 Asesmen GCG dilakukan menggunakan Kepmen BUMN Nomor 117 Tahun 2002. Sedangkan tahun 2012 – 2020 Asesmen dilakukan menggunakan SK Sekretaris Menteri Nomor 16 Tahun 2012.

3. *Improvement*

Perseroan selalu berkomitmen untuk menindaklanjuti rekomendasi hasil asesmen yang dilakukan baik oleh BPKP maupun self assessment, tindak lanjut yang dilakukan pada tahun 2020 antara lain:

- a. Aspek Pemegang Saham;
- b. Aspek Dewan Komisaris;
- c. Aspek Direksi;
- d. Aspek Pengungkapan dan Transparansi;
- e. Aspek lainnya.

4. *Socialization*

Sosialisasi GCG dilakukan dalam beberapa kegiatan, antara lain:

- a. Induksi Direksi dan Komisaris baru;
- b. Rapat Kerja Manajemen;
- c. Kunjungan Kerja Stakeholder di lingkungan Perseroan;

5. *Disclosure*

Perseroan senantiasa berupaya untuk bersikap terbuka dalam menjalankan Perseroan. Semua program atau kebijakan baru disampaikan kepada karyawan dan publik sesuai dengan aturan pengelolaan informasi dalam Peraturan Direksi No. PD 29 tahun 2015 tentang Keterbukaan Informasi.

1. *Awareness*

GCG is implemented in the Company as a guide for all Company personnel to always work and contribute to the Company in accordance with the structure and principles set out in GCG. Management applies the concept of leadership as an example for employees in implementing GCG principles as an internalization effort so as to create a corporate culture that is obedient and grows in accordance with the existing order.

2. *Assessment*

Since its establishment, the Company has conducted GCG assessments 11 times. The 2007-2011 GCG assessment was carried out using the SOEs Ministerial Decree Number 117 of 2002. Meanwhile, in 2012 – 2020, the assessment was carried out using the Secretary of the Minister's Decree Number 16 of 2012.

3. *Improvement*

The company is committed to following up the recommendations on the results of the assessment carried out, both by the BPKP and self-assessment. The follow-up actions that have been carried out in 2020 include:

- a. Shareholders Aspect;
- b. Aspect of the Board of Commissioners;
- c. Board of Directors Aspect;
- d. Aspects of Disclosure and Transparency;
- e. Other aspects.

4. *Socialization*

The socialization of GCG is carried out through several activities, including:

- a. Induction of new Board of Directors and Commissioners;
- b. Management Work Meeting;
- c. Stakeholder Work Visits within the Company;

5. *Disclosure*

The Company always runs the Company openly. All new programs or policies are conveyed to employees and the public in accordance with the information management rules in the Directors Regulation Decree No. PD 29 of 2015 concerning Information Disclosure.

## Proses Tata Kelola Organisasi Perseroan

Perseroan menciptakan tata kelola organisasi yang berkelanjutan dengan memastikan penerapan setiap proses dalam sistem kepemimpinan Perseroan dikawal oleh Corporate Governance (CG) serta diarahkan sesuai rencana strategis yang telah disusun sesuai *Business Governance*.

1. Mengembangkan Pedoman GCG  
Hasil dari proses ini terlihat melalui telah diterapkannya GCG Code dan GCG Road map Perseroan yang merupakan pedoman implementasi GCG bagi Perseroan. Untuk hasil yang optimal, Perseroan melakukan review secara berkala terhadap GCG Code dan GCC Road map sesuai perubahan yang terjadi di lingkungan bisnis Perseroan.
2. Melakukan Kaskade  
Hasil dari proses ini dapat dilihat melalui telah diterapkannya Board Manual, PKB kesepakatan Manajemen dan Serikat Pekerja, serta Code of Conduct secara efektif. Di tiap tahun, Perseroan melakukan review terhadap Board Manual. Selain itu, di tiap tahunnya, code of conduct ditandatangani oleh karyawan Perseroan sebagai wujud komitmen kepatuhan terhadap CoC.
3. Perencanaan Implementasi  
Hasil dari proses ini dapat dilihat melalui ditetapkannya Charter, yang terdiri dari Charter bagi Komite Audit dan Internal Audit, pedoman pelaksanaan audit, SK Direksi, dan penandatanganan Pakta Integritas oleh Direksi.
4. Monitoring dan Pembelajaran  
Hasil dari proses ini dapat terlihat melalui hasil pengukuran pelaksanaan GCG dan pengukuran budaya/tata nilai Perseroan. Implementasi GCG diukur melalui assessment yang dilakukan secara berkala setiap tahun oleh lembaga independen.
5. Pengujian dan Adaptasi  
Hasil dari proses ini dapat dilihat melalui perbaikan yang dilakukan secara berkelanjutan terkait pelaksanaan GCG Perseroan.

## The Company's Organizational Governance Process

The Company creates sustainable organizational governance by ensuring that the implementation of every process in the Company's leadership system is guarded by Corporate Governance (CG) and is in line with the strategic plans that have been prepared in accordance with Business Governance.

1. Develop the GCG Code  
The results of this process can be seen from the implementation of the Company's GCG Code and GCG Road map as a guideline for implementing GCG for the Company. For optimal results, the Company periodically reviews the GCG Code and GCC Road map and makes adjustments according to changes in the Company's business environment.
2. Cascade to All Parties  
The results of this process can be seen through the effective application of the Board Manual, PKB agreements between Management and Workers' Unions, as well as the Code of Conduct. Each year, the Company reviews the Board Manual. In addition, every year, a code of conduct is signed by the Company's employees as a form of commitment to compliance with the CoC.
3. Plan the Implementation  
The results of this process can be seen through the establishment of a Charter, which consists of a Charter for the Audit and Internal Audit Committees, an audit implementation guideline, a Board of Directors Decree, and the signing of the Integrity Pact by the Board of Directors.
4. Monitor & Learn  
The results of this process can be seen through the measurement results of the implementation of GCG and the measurement of the Company's culture / values. GCG implementation is measured through periodic assessments conducted annually by independent institutions.
5. Test & Adapt  
The results of this process can be seen through continuous improvements related to the implementation of the Company's GCG.

## ROAD MAP GCG

Fokus implementasi GCG yang dijalankan Perseroan di tahun 2020 mengacu pada Road map GCG 2005-2020. Road map tersebut merupakan strategi besar (*grand strategy*) sekaligus *milestone* implementasi GCG Perseroan sejak 2005 hingga 2020, dengan tujuan utama menuju tata kelola Perusahaan berkelanjutan melalui penerapan konsep Enterprise Governance. Enterprise Governance merupakan dasar dalam membangun organisasi berkelanjutan, dengan cakupan antara lain proses Corporate Governance dan Business Governance.

Road map GCG 2005-2020 Pelindo IV dapat dilihat melalui tabel berikut:

## GCG ROAD MAP

The focus of the implementation of GCG carried out by the Company in 2020 refers to the GCG Road map 2005-2020. The road map is a grand strategy as well as a milestone in the implementation of the Company's GCG from 2005 to 2020 with the main objective towards sustainable corporate governance through the application of the concept of Enterprise Governance. Enterprise Governance is the basis for the development of a sustainable organization covering, among others, the processes of Corporate Governance and Business Governance.

GCG road map Pelindo IV 2005-2020 can be seen in the following table:

	2005-2010	2010-2015	2015-2020
Visi GCG Pelindo IV Pelindo IV's GCG Vision	Penyempurnaan semua peraturan Perseroan dengan memasukkan prinsip-prinsip good governance. Completion of all Company regulations by incorporating the principles of good governance.	Membentuk manajemen internal kontrol yang lebih baik terutama dalam menangani risiko bisnis, melalui manajemen risiko yang tepat Forming a better internal control management, especially in handling business risks, through proper risk management	Kinerja Perseroan yang semakin membaik dan mencapai posisi sebagai Perseroan yang beretika dan bertanggung jawab Improve the performance of the Company and become an ethical and responsible Company
Implementasi Pelindo IV Pelindo IV implementation	<ol style="list-style-type: none"> <li>Menjalankan penilaian GCG untuk mendapatkan status implementasi GCG</li> <li>Merumuskan dan menetapkan GCG manual: <ol style="list-style-type: none"> <li>Pedoman GCG</li> <li>Board Manual</li> <li>Kelengkapan komite-komite pembantu Dewan Komisaris</li> <li>Code of Conduct</li> <li>GCG assessment</li> </ol> </li> <li>Sosialisasi dan proses memulai implementasi GCG.</li> </ol> <ol style="list-style-type: none"> <li>Carry out a GCG assessment to get the status of GCG implementation</li> <li>Formulate and establish manual GCG: <ol style="list-style-type: none"> <li>GCG Guidelines</li> <li>Board Manual</li> <li>Completeness of the supporting committees of the Board of Commissioners</li> <li>Code of conduct</li> <li>GCG assessment</li> </ol> </li> <li>Socialization and the process of starting GCG implementation</li> </ol>	<ol style="list-style-type: none"> <li>Sosialisasi GCG yang intensif dan juga penilaian yang dilakukan berkala;</li> <li>Aplikasi prinsip-prinsip GCG ke dalam proses bisnis dan SOP;</li> <li>Membentuk kerangka sistem internal control yang terintegrasi dan program manajemen risiko;</li> <li>Membentuk program etika dan kepatuhan.</li> </ol> <ol style="list-style-type: none"> <li>Intensive GCG socialization as well as periodic assessments;</li> <li>Application of GCG principles into business processes and SOPs;</li> <li>Establish an integrated internal control system framework and risk management program;</li> <li>Establish an ethics and compliance program.</li> </ol>	<ol style="list-style-type: none"> <li>Membangun budaya Perseroan berdasarkan Code of Conduct sebagai bagian dari kehidupan Perseroan sehari-hari;</li> <li>Menjalankan strategi bisnis yang terintegrasi dengan tanggung jawab sosial Perseroan;</li> <li>Mengimplementasikan "Sistem Operasi Perseroan Hijau"</li> <li>Menyesuaikan semua sistem dan prosedur.</li> </ol> <ol style="list-style-type: none"> <li>Building a corporate culture based on the Code of Conduct and making it part of the daily life of the Company;</li> <li>Carry out a business strategy that is integrated with the Company's social responsibility;</li> <li>Implementing the "Green Company Operating System"</li> <li>Adapt all systems and procedures.</li> </ol>



	2005-2010	2010-2015	2015-2020
Sasaran & Indikator Goals & Indicators	<ol style="list-style-type: none"> <li>1. Organ Perseroan (RUPS, Dewan Komisaris, dan Direksi) dan perangkat governance di Perseroan (Komite-komite, Komisaris Independen, dan Sekretaris Perseroan) yang berfungsi secara efektif;</li> <li>2. Semua manual GCG telah selesai;</li> <li>3. Meningkatkan kesadaran atas GCG;</li> <li>4. Meningkatkan tingkat kepatuhan terhadap hukum yang berlaku;</li> <li>5. Terbentuknya mekanisme pengendalian internal.</li> </ol>	<ol style="list-style-type: none"> <li>1. Semua SOP yang didasarkan pada risiko-risiko yang dihadapi Perseroan serta dan prinsip-prinsip penerapan GCG;</li> <li>2. Operasi bisnis yang terkendali secara efektif;</li> <li>3. Budaya risiko yang mulai dimunculkan.</li> </ol>	<ol style="list-style-type: none"> <li>1. Dikenal sebagai Perseroan yang beretika;</li> <li>2. Kontribusi yang nyata dan terukur bagi kesejahteraan masyarakat, baik pada lingkup lokal maupun nasional;</li> <li>3. Peningkatan kepedulian terhadap lingkungan.</li> </ol>
	<ol style="list-style-type: none"> <li>1. The Company's organs (GMS, Board of Commissioners and Board of Directors) and governance instruments in the Company (Committees, Independent Commissioners, and Corporate Secretary) which function effectively;</li> <li>2. All GCG manuals have been completed;</li> <li>3. Increase awareness of GCG;</li> <li>4. Increase the level of compliance with applicable laws;</li> <li>5. Establishment of an internal control mechanism.</li> </ol>	<ol style="list-style-type: none"> <li>1. All SOPs are based on the risks faced by the Company and refer to the principles of implementing GCG;</li> <li>2. Effectively controlled business operations;</li> <li>3. Cultivate risk calculation.</li> </ol>	<ol style="list-style-type: none"> <li>1. Known as an ethical company;</li> <li>2. Make a real and measurable contribution to the welfare of the community, both locally and nationally;</li> <li>3. Increased concern for the environment.</li> </ol>

## Pelaksanaan Roadmap GCG

Perseroan senantiasa berupaya menjalankan usaha sesuai dengan prinsip-prinsip *Good Corporate Governance* (GCG) sebagaimana dikehendaki oleh segenap *stakeholder*. Implementasi Roadmap GCG oleh Perseroan dilaksanakan secara terstruktur dan sistematis dengan pelaksanaan tahun 2020 sebagai berikut :

## Implementation of the GCG Roadmap

The Company always strives to run its business in accordance with the principles of *Good Corporate Governance* (GCG) as desired by all stakeholders. The implementation of the GCG Roadmap by the Company is carried out in a structured and systematic manner with implementation in 2020 as follows:

NO	ROADMAP	IMPLEMENTASI 2020 IMPLEMENTATION 2020
1	Membangun budaya Perseroan berdasarkan Code of Conduct sebagai bagian dari kehidupan Perseroan sehari-hari; Building a corporate culture based on the Code of Conduct and making it part of the daily life of the Company;	Membangun budaya Perseroan berdasarkan code of conducts sebagai bagian dari kehidupan Perseroan sehari-hari Perseroan membangun dan menerapkan budaya Perusahaan berdasarkan Code of Conduct sebagai pedoman bagi seluruh karyawan agar dapat menjalankan pekerjaan sesuai norma dan etika yang berlaku. Aktivitas pekerjaan yang berjalan sesuai CoC diharapkan dapat menciptakan lingkungan yang kondusif bagi karyawan, guna terciptanya pelaksanaan tugas yang optimal. Building a corporate culture based on the Code of Conduct and making it part of the daily life of the Company. The Company builds and implements a corporate culture based on the Code of Conduct as a guideline for all employees so that they can carry out their work in accordance with prevailing norms and ethics. Work activities that run according to the CoC are expected to create a conducive environment for employees so that all tasks can be carried out optimally.

NO	ROADMAP	IMPLEMENTASI 2020 IMPLEMENTATION 2020
1	<p>Membangun budaya Perseroan berdasarkan Code of Conduct sebagai bagian dari kehidupan Perseroan sehari-hari; <i>Building a corporate culture based on the Code of Conduct and making it part of the daily life of the Company;</i></p>	<p>#Perubahan Nilai Perusahaan menjadi Akhlak Dengan adanya beberapa perubahan di lingkungan bisnis Perseroan termasuk perubahan Nilai-Nilai Perseroan (core values) yang semula "GREAT" berubah menjadi "AKHLAK" sesuai aspirasi Pemegang Saham. AKHLAK merupakan akronim dari Amanah, Kompeten, Harmonis, Loyal dan Kolaboratif dengan uraian sebagai berikut:</p> <ul style="list-style-type: none"> <li>• <b>Amanah</b> artinya: Memegang teguh kepercayaan yang diberikan;</li> <li>• <b>Kompeten</b> artinya: Terus belajar dan mengembangkan kapabilitas;</li> <li>• <b>Harmonis</b> artinya: Saling peduli dan menghargai perbedaan;</li> <li>• <b>Loyal</b> artinya: Berdedikasi dan mengutamakan kepentingan bangsa dan negara;</li> <li>• <b>Adaptif</b> artinya: Terus berinovasi dan antusias dalam meggerakkan ataupun menghadapi perubahan.</li> <li>• <b>Kolaboratif</b> artinya: Membangun kerjasama yang sinergis.</li> </ul> <p>#Change of Company Value to AKHLAK There are several changes in the Company's business environment, one of which is the change in the Company's core values from "GREAT" to "AKHLAK" following the aspirations of Shareholders. AKHLAK is an acronym for Amanah, Kompeten, Harmonious, Loyal and Collaborative with the following description:</p> <ul style="list-style-type: none"> <li>• <b>Amanah</b> means: Upholding the trust given;</li> <li>• <b>Competent</b> means: Continuous learning and developing capability;</li> <li>• <b>Harmonious</b> means: Mutual care <b>and respect for differences</b>;</li> <li>• <b>Adaptive</b> means: Continue to innovate and be enthusiastic in driving or facing change.</li> <li>• <b>Loyal</b> means: To be dedicated and prioritizing the interests of the nation and state;</li> <li>• <b>Collaborative</b> means: Building synergistic cooperation.</li> </ul>
2	<p>Menjalankan strategi bisnis yang terintegrasi dengan tanggung jawab sosial Perusahaan; <i>Carry out a business strategy that is integrated with corporate social responsibility;</i></p>	<p>Menjalankan strategi bisnis yang terintegrasi dengan tanggung jawab sosial Perusahaan. Dalam menjalankan aktivitas bisnisnya, Perseroan senantiasa mengacu pada pedoman tanggung jawab sosial yang tertuang dalam Peraturan Direksi Nomor PD 23 Tahun 2015 tentang Pedoman Pelaksanaan Prpgram Kemitraan dan Bina Lingkungan di Lingkungan PT Pelabuhan Indonesia IV (Persero)</p> <p>Melalui pelaksanaan CSR, Perseroan bertanggung jawab atas dampak keputusan dan dampak aktivitas operasionalnya kepada masyarakat serta lingkungan hidup. Pelaksanaan tanggung jawab tersebut dijalankan dalam perilaku transparan dan beretika, sesuai ketentuan yang berlaku baik pada lingkup nasional maupun internasional.</p> <p><i>Carry out a business strategy that is integrated with corporate social responsibility; In its business activities, the Company always refers to the social responsibility guidelines contained in the Board of Directors Regulation Number PD 23 of 2015 concerning Guidelines for Implementing Partnership and Community Development Programs in the Environment of PT Pelabuhan Indonesia IV (Persero).</i></p> <p><i>Through the implementation of CSR, the Company is responsible for the impact of its decisions and operational activities on the community and the environment. The implementation of these responsibilities is carried out in a transparent and ethical manner in accordance with applicable regulations, both at the national and international scope.</i></p>

NO	ROADMAP	IMPLEMENTASI 2020 IMPLEMENTATION 2020
3	<p>Mengimplementasikan “Sistem Operasi Perseroan Hijau” <i>Implementing the “Green Company Operating System”</i></p>	<p>Pihak manajemen Perseroan berkomitmen untuk menerapkan sistem operasi Perseroan hijau dalam tiap program yang dijalankan. Dalam menjalankan aktivitasnya, Perseroan tidak hanya berorientasi pada perolehan laba semata tetapi juga berorientasi pada upaya pelestarian lingkungan.</p> <p>Terkait hal tersebut, keikutsertaan Perseroan dalam penganugerahan penghargaan PROPER di tiap tahun menuntut Perseroan untuk memenuhi seluruh kriteria yang disyaratkan. Upaya Perseroan terkait hal tersebut telah menghadirkan apresiasi bagi Perseroan berupa penghargaan sertifikasi Greenport dari Kementerian Lingkungan Hidup.</p> <p><i>The Company’s management is committed to implementing a green Company operating system in every program it runs. In its activities, the Company’s orientation is not only profit but also environmental preservation.</i></p> <p><i>In this regard, the Company’s participation in the PROPER award every year encourages the Company to meet all the required criteria. The Company’s efforts in this field have resulted in Greenport certification from the Ministry of Environment.</i></p>
4	<p>Menyesuaikan semua sistem dan prosedur. <i>Adapt all systems and procedures.</i></p>	<p>Perseroan mengintegrasikan berbagai aspek sistem organisasi dan proses dalam satu kerangka lengkap, yang memungkinkan organisasi Perseroan untuk memenuhi persyaratan lebih dari satu standar sistem baik sistem yang berlaku di skala nasional maupun internasional. Standar sistem manajemen tersebut diimplementasikan dan dikelola oleh para pemilik standar sistem manajemen selaku Management Representative. Management Representative bertugas untuk memastikan tiap kegiatan yang dilakukan pada seluruh proses bisnis telah berjalan sesuai standar yang berlaku.</p> <p>Penerapan Sistem Manajemen Terpadu yang dilakukan antara lain Sertifikasi Terpadu Lingkungan Hidup, K3 &amp; ISO diantaranya Sistem Manajemen Mutu ISO 9001:2015, Manajemen lingkungan ISO 14001:2015 dan Manajemen K3 ISO 45001:2018</p> <p>Penerapan ini membantu pendekatan pengelolaan risiko bisnis secara holistik pada operasional bisnis, mengurangi konflik antara sistem manajemen, mengurangi duplikasi dan birokrasi, audit lebih efektif dan efisien baik secara internal maupun eksternal, serta mempermudah persyaratan apabila ingin mengadopsi standar sistem manajemen baru.</p> <p><i>The Company integrates various aspects of its organizational systems and processes in one complete framework that enables the Company’s organization to meet the requirements of more than one system standard, both on a national and international scale. The Management system standards are implemented and managed by the owners of management system standards as Management Representatives. The Management Representative is tasked with ensuring that every activity in all business processes is carried out according to applicable standards.</i></p> <p><i>The Integrated Management System that is implemented includes Integrated Environmental Certification, OHS &amp; ISO, including the ISO 9001: 2015 Quality Management System, ISO 14001: 2015 Environmental Management, and ISO 45001: 2018 OHS Management.</i></p> <p><i>This application helps manage business risk holistically in business operations, reduces conflicts between management systems, reduces duplication and bureaucracy, streamlines audits, both internally and externally, and eases requirements when adopting new management system standards.</i></p>

## Internalisasi

Internalisasi GCG di Perseroan dilakukan melalui berbagai macam *tools*, sehingga memudahkan proses untuk mengadopsi nilai-nilai yang nantinya dapat diterapkan dalam melaksanakan pekerjaan sehari-hari.

*Tools* yang digunakan antara lain dalam bentuk:

1. Metode *self education* melalui *e-learning* GCG dan *Corporate Culture* yang memberikan kemudahan pembelajaran GCG untuk para Insan Pelindo IV,
2. Penyebaran dan pemasangan poster serta *e-le aflet* anti gratifikasi dan penegakan GCG pada tiap unit dan Forum sehingga para pegawai dapat *aware* setiap saat,
3. Kemudahan akses CoC dan *Corporate Culture* melalui *website* Perseroan yang dapat diakses kapan pun dan di manapun.

Perseroan memahami bahwa *Corporate Culture* memberikan konsentrasi pada bentuk sikap (*attitude*). Bentuk sikap inilah yang akan membentuk kepribadian dari tiap individu pada suatu Perseroan, sehingga kumpulan *attitude* ini membentuk interaksi antar individu dan integritas yang selanjutnya akan memunculkan karakter yang ada pada suatu Perseroan.

## Eksternalisasi

Eksternalisasi GCG terkait erat dengan prinsip transparansi dan kewajaran, di mana prinsip keterbukaan senantiasa tetap memperhatikan rahasia Perseroan. Perseroan mengimplementasikan eksternalisasi GCG kepada *stakeholder* dan masyarakat luas melalui berbagai macam sarana yaitu sebagai berikut:

1. RUPS  
RUPS merupakan sarana media komunikasi *stakeholder* kepada Perseroan dan merupakan perwujudan penyelenggaraan prinsip GCG, karena di dalam RUPS dipaparkan perwujudan tanggungjawab Pengurus Perseroan dari berbagai aspek. Penjelasan RUPS lebih rinci dapat dilihat pada Bagian RUPS bab Tata Kelola Perseroan pada Laporan Tahunan ini.

## Internalization

GCG internalization in the Company is carried out through various tools to facilitate the process of adopting values to be applied in daily work. The tools used include:

1. Self-education methods through e-learning GCG and Corporate Culture that make GCG learning easier for Pelindo IV personnel,
2. Distribution and installation of posters and e-leaflets on anti-gratification and GCG enforcement in each unit and Forum so that employees are aware of it at all times,
3. Facilitate access to CoC and Corporate Culture through the Company's website which can be accessed anytime and anywhere.

The Company understands that Corporate Culture concentrates on attitude. This form of attitude will shape the personality of each individual in a Company. This set of attitudes forms interactions between individuals and integrity which in turn will bring out the character that exists in a company.

## Externalization

GCG externalization is closely related to the principles of transparency and fairness with the principle of openness while paying attention to the confidentiality aspects of the Company. The Company implements GCG externalization to stakeholders and the wider community through various means, namely as follows:

1. GMS  
The GMS is a means of communication media for stakeholders to the Company and is an embodiment of the implementation of the principles of GCG, because it describes the manifestations of the responsibilities of the Company's Management from various aspects. A more detailed explanation regarding the GMS can be seen in the GMS Section in the Corporate Governance chapter of this Annual Report.



- |   |   |
|---|---|
| <p>2. Hak-hak Pemegang Saham dan Fungsi Kepemilikan<br/>Hak-hak pemegang saham senantiasa dilindungi dan difasilitasi, di Perseroan hak pemegang saham diimplementasikan diantaranya melalui dividen, hak mengajukan pertanyaan dalam RUPS, hak memperoleh informasi, dan hak untuk menyetujui/ tidak menyetujui keputusan.</p>   | <p>2. Shareholders' Rights and Ownership Functions<br/>Shareholders' rights are always protected and facilitated. In the Company, shareholder rights are implemented through dividends, the right to ask questions at the GMS, the right to obtain information, and the right to agree / disagree with a decision.</p>  |
| <p>3. <i>Disclosure</i> dan Transparansi<br/>Sebagai wujud pilar transparansi dalam prinsip GCG, maka Perseroan terus berupaya untuk memberikan keterbukaan informasi kepada para <i>stakeholder</i> dan masyarakat luas melalui berbagai macam sarana diantaranya melalui Laporan Tahunan, <i>website</i> Perseroan dan media massa.</p>   | <p>3. Disclosure and Transparency<br/>As a form of the pillar of transparency in the principles of GCG, the Company continues to strive to provide transparency of information to stakeholders and the wider community through various means, including through the Annual Report, the Company's website and the mass media.</p>  |
| <p>4. Perlakuan Setara<br/>Seluruh pemegang saham Perseroan diberikan kesempatan yang sama untuk mendapatkan informasi.</p>   | <p>4. Equal Treatment<br/>All shareholders of the Company are given the same opportunity to obtain information.</p>   |
| <p>5. Mewujudkan Citra Positif Perseroan<br/>Perseroan berupaya memanfaatkan berbagai <i>tools</i> untuk meningkatkan citra positif Perseroan melalui berbagai media diantaranya melalui media cetak (surat kabar, tabloid, majalah), media elektronik (radio dan televisi) dan <i>cyber media</i> (<i>website</i>, <i>twitter</i>, <i>instagram</i>, <i>email</i>, portal berita, <i>facebook</i>, blog dan media sosial lainnya). Pemanfaatan media untuk mendukung praktik GCG dilakukan untuk penyebaran anti gratifikasi, GCG <i>awareness</i>, <i>service excellent</i>, WBS, dan sebagainya.</p> | <p>5. Creating a Positive Image of the Company<br/>The Company seeks to utilize various tools to enhance the Company's positive image through various media including print media (newspapers, tabloids, magazines), electronic media (radio and television) and cyber media (website, twitter, instagram, email, news portals, facebook, etc. blogs, and other social media). The media is used to support GCG practices through the dissemination of anti-gratification, GCG awareness, service excellence, WBS, and so on.</p> |

## Komitmen Terhadap Penerapan Tata Kelola Berkelanjutan

Sebagai wujud dari komitmen bersama dalam rangka mendukung penegakan dan penyelenggaraan GCG di Perseroan, setiap tahun Direksi melakukan penandatanganan Pakta Integritas. Pakta Integritas Direksi juga dibuat ketika akan melakukan aksi korporasi, selain itu penandatanganan Pakta Integritas juga dilakukan untuk seluruh Pejabat Struktural, General Manager dan Direktur Anak Perusahaan serta penandatanganan Pernyataan Kepatuhan Insan untuk seluruh Karyawan/ti di Lingkungan Perseroan. Komitmen bekerja sesuai dengan Code of Conduct serta dilakukan penandatanganan Pakta Integritas antara Manajemen

## Commitment to the Implementation of Sustainable Governance

As a form of joint commitment to support the enforcement and implementation of GCG in the Company, every year the Board of Directors signs the Integrity Pact. The Board of Directors' Integrity Pact is also made every time a corporate action is taken, in addition to that the signing of the Integrity Pact is also carried out for all Structural Officers, General Managers and Directors of Subsidiaries as well as the signing of the Human Compliance Statement for all employees in the Company. Commitment to work in accordance with the Code of Conduct is also shown through the signing of the Integrity Pact between the Company's

Perseroan dengan supplier dalam acara supplier gathering yang diselenggarakan baik di Kantor Pusat maupun Cabang.

Komitmen Tata Kelola dimaksud menyatakan antara lain bahwa Insan Pelindo IV berkomitmen untuk:

1. Melaksanakan tugas dan pekerjaan dengan baik dan benar serta penuh tanggung jawab sesuai dengan corporate culture dan peraturan perundang-undangan yang berlaku;
2. Tidak memberikan, menjanjikan dan/atau menerima imbalan dalam bentuk apapun
3. Menghindarkan diri dari segala bentuk kemungkinan benturan kepentingan;
4. Bertindak adil dan setara dalam memenuhi hak-hak stakeholder;
5. Berusaha dengan maksimal untuk mencegah kemungkinan terjadinya fraud;
6. Bersedia untuk melaporkan segala hal yang dicurigai sebagai fraud melalui media pelaporan yang ada di Perseroan;
7. Bersedia di kenakan sanksi apabila dalam pelaksanaan tugas dan tanggung jawab saya sebagai Insan Perseroan terbukti tidak melaksanakan komitmen sebagaimana tersebut di atas.

### Tanggung Jawab Pelaksanaan GCG

Implementasi GCG yang dijalankan Perseroan senantiasa dipastikan berjalan secara baik. Hal tersebut dipastikan dengan menunjuk Direktur Transformasi dan Pengembangan Bisnis sebagai penanggung jawab penerapan serta pemantauan GCG. Dalam menjalankan tugasnya tersebut, Direktur Transformasi dan Pengembangan Bisnis dibantu oleh Sekretaris Perusahaan. Struktur pengelola tersebut ditetapkan sesuai ketentuan dalam Surat Kuasa Khusus Nomor: 09/HK.306/4/DUT-2020.

Management and suppliers at supplier gatherings held at both the Head Office and Branch.

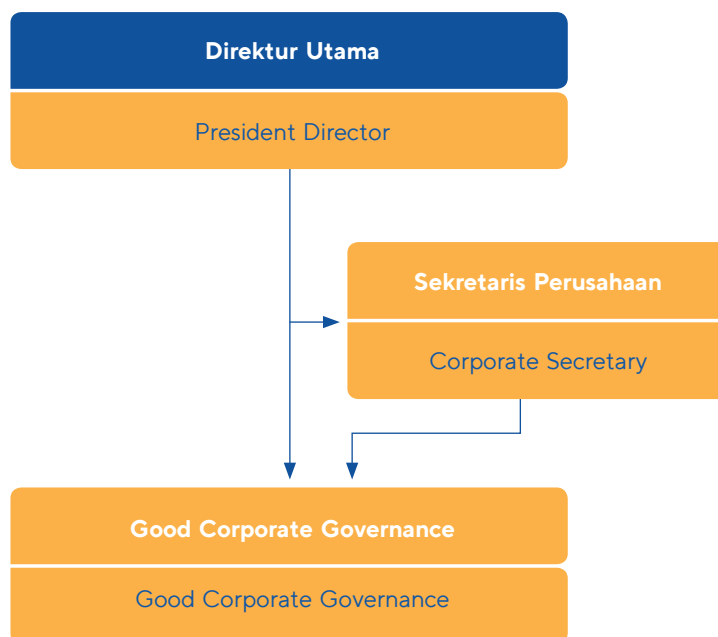
The Governance Commitment states, among others, that Pelindo IV personnel are committed to:

1. Carry out their duties and jobs properly and correctly and with full responsibility in accordance with the corporate culture and the prevailing laws and regulations;
2. Do not give, promise, and / or receive compensation in any form
3. Avoid all forms of possible conflicts of interest;
4. Act fairly and equally in fulfilling stakeholder rights;
5. Make every effort to prevent the possibility of fraud;
6. Be willing to report all suspected fraud through the reporting media in the Company;
7. Be willing to be sanctioned if it is proven that the implementation of duties and responsibilities as a Company Person is not in accordance with the above commitments.

### Responsibility for Implementing GCG

The implementation of GCG that is carried out by the Company is always ensured to run well. This is confirmed by appointing the Director of Business Transformation and Development as the person in charge of GCG implementation and monitoring. In carrying out his duties, the Director of Business Transformation and Development is assisted by the Corporate Secretary. The management structure is determined according to the provisions in the Special Power of Attorney Number: 09 / HK.306 / 4 / DUT-2020.

## Bagan Penanggungjawab Penerapan Dan Pemantauan Bidang GCG Chart Of Responsible For GCG Implementation And Monitoring



Tanggung jawab penerapan dan pemantauan GCG yang dijalankan Direksi mencakup hal-hal sebagai berikut:

1. Menyusun kebijakan, strategi, proses bisnis, sistem prosedur, tata kelola/GCG;
2. Mengelola dan mengevaluasi penerapan serta pemenuhan GCG Compliance;
3. Membina pengelolaan dan implementasi GCG di tingkat Kantor Pusat dan Kantor Cabang;
4. Menyusun rencana kerja yang diperlukan untuk memastikan Perseroan memenuhi Pedoman Penerapan GCG dan peraturan/perundang-undangan yang berlaku dalam rangka melaksanakan prinsip-prinsip Tata Kelola Perseroan yang Baik;
5. Memantau dan menjaga agar kegiatan usaha Perseroan tidak menyimpang dari ketentuan yang berlaku sesuai CoC yang telah ditetapkan;
6. Memantau dan menjaga kepatuhan Perseroan terhadap seluruh perjanjian dan komitmen yang dibuat oleh Perseroan dengan pihak ketiga.

The responsibility for implementing and monitoring GCG carried out by the Board of Directors includes the following:

1. Formulating policies, strategies, business processes, system procedures, governance / GCG;
2. Managing and evaluating the implementation and fulfillment of GCG Compliance;
3. Fostering the management and implementation of GCG at the Head Office and Branch Offices;
4. Preparing a work plan to ensure that the Company complies with the GCG Implementation Guidelines and applicable laws / regulations in order to implement the principles of Good Corporate Governance;
5. Monitoring and maintaining the Company's business activities so as not to deviate from the applicable provisions in accordance with the CoC;
6. Monitoring and maintaining the Company's compliance with all agreements and commitments with third parties.

## Penilaian GCG Tahun 2020

Perusahaan melakukan Self Assesment Penerapan GCG tahun 2020 yang didampingi oleh Konsultan PT Jasatama Sinergi. Proses penilaian tersebut dilaksanakan dengan mengacu pada Peraturan Menteri BUMN No. PER-01/MBU/2011 tanggal 1 Agustus 2011 serta Surat Keputusan Sekretaris Menteri BUMN No. 16/S. MBU/2012.

Beberapa parameter yang digunakan pada proses penilaian tersebut meliputi 6 aspek governance yaitu (1) komitmen terhadap penerapan tata kelola Perseroan yang baik secara berkelanjutan, (2) pemegang saham/RUPS, (3) Dewan Komisaris, (4) Direksi, (5) pengungkapan informasi dan transparansi, serta (6) aspek lainnya.

Proses penilaian penerapan GCG tahun 2020 mencakup evaluasi atas pengembangan penerapan GCG yang telah dilakukan selama tahun 2020 dengan melihat *Area of Improvement* (Aoi) atas hasil *self-assessment* GCG di tahun sebelumnya. Dari keenam pokok yang telah disebutkan, hasil assessment GCG yang tahun 2020 mencapai skor 91,93 atau meningkat dari skor penilaian di tahun 2019 yang sebesar 4,004. Skor penilaian di tahun 2020 tersebut sekaligus berhasil memenuhi 100% atas target yang telah ditetapkan sebelumnya yang sebesar 91,00.

Secara singkat, hasil penilaian yang dilakukan terhadap penerapan GCG Perseroan di tahun 2020 diuraikan sebagai berikut:

1. Komitmen terhadap penerapan GCG secara berkelanjutan  
Aspek governance terkait dengan komitmen terhadap penerapan tata kelola Perseroan yang baik secara berkelanjutan dinilai berdasarkan 6 indikator, dengan 15 parameter dan 47 faktor yang diuji kesesuaian penerapannya tersebut, menghasilkan skor 6,40 dari skor maksimum 7 atau 91,49%.
2. Pemegang saham dan RUPS  
Aspek governance yang terkait dengan pemegang saham/Rapat Umum Pemegang Saham (RUPS) dinilai berdasarkan 6 indikator dengan 25 parameter

## GCG Assessment 2020

The company carried out a self-assessment of the implementation of GCG in 2020 accompanied by a consultant from PT Jasatama Sinergi. The assessment process is carried out with reference to the Regulation of the Minister of BUMN No. PER-01 / MBU / 2011 dated 1 August 2011 as well as the Decree of the Secretary of the Minister of SOEs No. 16 / S. MBU / 2012.

The parameters used in the assessment process include six aspects of governance, namely (1) commitment to the implementation of good corporate governance in a sustainable manner, (2) shareholders / GMS, (3) the Board of Commissioners, (4) the Board of Directors, (5) disclosure of information. and transparency, as well as (6) other aspects.

The assessment process for the implementation of GCG in 2020 includes an evaluation of the development of GCG implementation that has been carried out during 2020 by looking at the Area of Improvement (Aoi) on the results of the GCG self-assessment in the previous year. Of the six points that have been mentioned, the results of the GCG assessment which in 2020 reached a score of 91.93 or an increase from the assessment score in 2019 which was 4,004. The assessment score in 2020 was also successful in meeting 100% of the previously set target of 91.00.

In brief, the results of the assessment carried out on the implementation of the Company's GCG in 2020 are described as follows:

1. Commitment to the sustainable implementation of GCG  
The governance aspects related to the commitment to the implementation of good corporate governance in a sustainable manner are assessed based on 6 indicators, with 15 parameters and 47 factors that are tested for their suitability, resulting in a score 6.40 of a maximum score of 7 or 91.49%.
2. Shareholders and GMS  
The governance aspects related to shareholders / General Meeting of Shareholders (GMS) are assessed based on 6 indicators, with 25 parameters and 68



dan 68 faktor yang diuji kesesuaiannya menghasilkan skor 8,68 dari skor maksimum 9 atau 96.40%.

3. Dewan Komisaris

Aspek governance yang terkait dengan Dewan Komisaris dinilai berdasarkan 12 indikator dengan 43 parameter dan 167 faktor yang diuji kesesuaiannya menghasilkan 33,94 dari skor maksimum 35 atau 96,96%.

4. Direksi

Aspek governance yang terkait dengan Direksi dinilai berdasarkan 13 indikator. Asesmen yang dilakukan terhadap penerapan ke-13 indikator dengan 52 parameter dengan 202 faktor yang diuji kesesuaiannya tersebut menghasilkan skor 32,84 dari skor maksimum 35 atau 93,82%.

5. Pengungkapan Informasi dan Transparansi

Aspek governance yang terkait dengan pengungkapan informasi dan transparansi dinilai terhadap penerapan 4 indikator dengan 16 parameter dan 76 faktor yang diuji kesesuaiannya tersebut menghasilkan skor 8,20 dari skor maksimum 9 atau 91,12%.

6. Aspek lain

Aspek Lainnya dinilai berdasarkan dua indikator, yaitu praktik tata kelola Perseroan menjadi contoh atau benchmark bagi Perseroan-Perseroan lainnya di Indonesia dan praktik tata kelola Perseroan menyimpang dari prinsip-prinsip tata kelola Perseroan yang baik sesuai Peraturan Menteri Negara BUMN No. PER-01/MBU/2011, Pedoman Umum Good Corporate Governance Indonesia, dan standar-standar praktik dan ketentuan lainnya. Asesmen yang dilakukan terhadap penerapan kedua indikator dengan dua faktor yang diuji kesesuaiannya tersebut menghasilkan skor 1,88.

factors that are tested for conformity, resulting in a score 8.68 from a maximum score of 9 or 96.40%.

3. Board of Commissioners

The governance aspects related to the Board of Commissioners are assessed based on 12 indicators with 43 parameters and 167 factors which are tested for conformity resulting in 33.94 from a maximum score of 35 or 96.96%.

4. Board of Directors

The governance aspects related to the Board of Directors are assessed based on 13 indicators. The assessment carried out on the application of the 13 indicators, with 52 parameters and 202 factors tested for their suitability, resulted in a score 32.84 of a maximum score of 35 or 93.82%.

5. Information Disclosure and Transparency

Governance aspects related to information disclosure and transparency were assessed against the application of 4 indicators, with 16 parameters and 76 factors being tested for suitability, resulting in a score 8.20 of a maximum score of 9 or 91.12%.

6. Other aspects

Other aspects are assessed based on two indicators, namely the practice of corporate governance which is an example or benchmark for other companies in Indonesia and corporate governance practices that deviate from the principles of good corporate governance in accordance with the Regulation of the Minister of State for SOEs No. PER-01 / MBU / 2011, General Guidelines for Indonesian Good Corporate Governance, and practice standards and other provisions. The assessment carried out on the application of the two indicators, with two factors being tested for suitability, resulted in a score 1.88.

## Hasil Penilaian GCG Perseroan

Berikut hasil Self Assessment GCG Perseroan di tahun 2020 sebagai berikut :

No	Aspek Pengujian Aspects of Testing	Bobot Weight	Pencapaian 2020 Achievements 2020	
			Skor Score	Pencapaian Achievements
1	Komitmen Terhadap Penerapan Tata Kelola Perusahaan yang Baik secara Berkelanjutan Commitment to the Sustainable Implementation of Good Corporate Governance	7,000	6,40	91,49
2	Pemegang Saham dan RUPS/Pemilik Modal Shareholders and GMS / Owners of Capital	9,000	8,68	96,40
3	Dewan Komisaris/Dewan Pengawas Board of Commissioners / Board of Trustees	35,000	33,94	96,96
4	Direksi Board of Directors	35,000	32,84	93,82
5	Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9,000	8,20	91,12
6	Aspek Lainnya Other Aspects	5,000	1,88	
Skor Keseluruhan Overall Score		100,000	91,93	
Klasifikasi Kualitas Penerapan GCG GCG Application Quality Classification			Sangat Baik Very Good	

## Results of the Company's GCG Assessment

Following are the results of the Company's GCG Self Assessment 2020:

## Perbandingan Penilaian GCG Perseroan

Berikut perbandingan hasil penilaian GCG Perseroan di tahun 2020 dan tahun 2019, sebagai berikut :

No	Aspek Pengujian Aspects of Testing	Bobot Weight	Perbandingan Comparison	
			2020	2019
1	Komitmen Terhadap Penerapan Tata Kelola Perusahaan yang Baik secara Berkelanjutan Commitment to the Sustainable Implementation of Good Corporate Governance	7,000	6,40	6,31
2	Pemegang Saham dan RUPS/Pemilik Modal Shareholders and GMS / Owners of Capital	9,000	8,68	8,34
3	Dewan Komisaris/Dewan Pengawas Board of Commissioners / Board of Trustees	35,000	33,94	31,78

## Comparison of the Company's GCG Assessment

The following is a comparison of the results of the Company's GCG assessment in 2020 and 2019, as follows:

No	Aspek Pengujian Aspects of Testing	Bobot Weight	Perbandingan Comparison	
			2020	2019
4	Direksi Board of Directors	35,000	32,84	31,60
5	Pengungkapan Informasi dan Transparansi Information Disclosure and Transparency	9,000	8,20	8,02
6	Aspek Lainnya Other Aspects	5,000	1,88	1,88
Skor Keseluruhan Overall Score		100,000	91,93	87,92
Klasifikasi Kualitas Penerapan GCG GCG Application Quality Classification			Sangat Baik Very Good	Sangat Baik Very Good

## Perkembangan Skor Indeks GCG

Skor indeks GCG Perseroan terus mengalami perkembangan setiap tahunnya dan berikut adalah perkembangan skor indeks GCG Perseroan dari tahun 2010 sampai dengan saat ini :

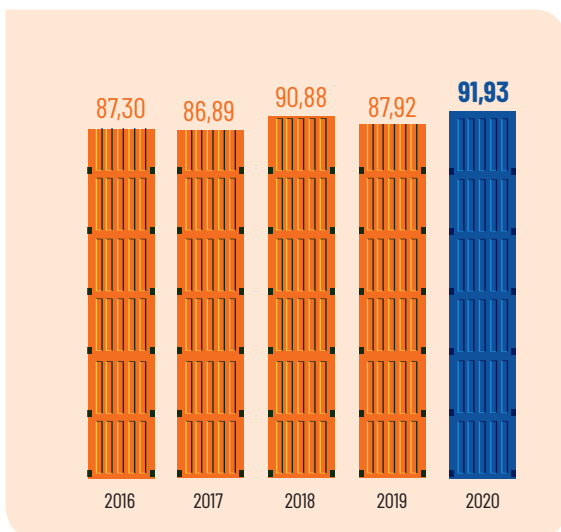
## Development of GCG Index Score

The Company's GCG index score continues to develop every year and the following is the development of the Company's GCG index score from 2010 to the present:

Tahun Year	Konsultan Penilaian GCG GCG Assessment Consultant	Hasil Skoring Scoring Results
2016	Self Assessment Penerapan GCG oleh PT Jasatama Sinergi Manajemen Konsultan Self Assessment of GCG Implementation by PT Jasatama Sinergi Manajemen Konsultan	Skor 87,30 dengan predikat "Sangat Baik" Score 87.30 with grade "Very Good"
2017	Assessment Penerapan GCG oleh BPKP Provinsi Selatan Assessment of GCG Implementation by BPKP South Province	Skor 86,89 dengan predikat "Baik" Score 86.89 with a grade of "Good"
2018	Self Assessment Penerapan GCG oleh PT JSM Konsultan Self Assessment of GCG Implementation by PT JSM Konsultan	Skor 90,88 dengan predikat "Sangat Baik" Score 90.88 with a grade of "Very Good"
2019	Assessment Penerapan GCG oleh BPKP Provinsi Selatan Self Assessment of GCG Implementation by BPKP South Province	Skor 87,92 dengan predikat "Sangat Baik" Score 87.92 with a grade of "Very Good"
2020	Self Assessment Penerapan GCG oleh PT JSM Konsultan Self Assessment of GCG Implementation by PT JSM Consultant	Skor 91,93 dengan predikat "Sangat Baik" Score 91.93 with a grade of "Very Good"

## Grafik Perkembangan Penilaian GCG Perseroan

## Graph of the Company's GCG Assessment Progress



2016 : Self Assessment Penerapan GCG oleh PT JSM Konsultan dengan skor = **87,30**

2017 : Assessment Penerapan GCG oleh BPKP Provinsi Selatan dengan skor = **86,89**

2018 : Self Assessment Penerapan GCG oleh PT JSM Konsultan dengan skor = **90,88**

2019 : Assessment Penerapan GCG oleh BPKP Provinsi Selatan dengan skor = **87,92**

2020 : Self Assessment Penerapan GCG oleh PT JSM Konsultan dengan skor = **91,93**

2016 : Self Assessment of GCG Implementation by PT JSM Konsultan with score = 87.30

2017 : Assessment of GCG Implementation by BPKP South Province with a score of = 86.89

2018 : Self Assessment of GCG Implementation by PT JSM Konsultan with score = 90.88

2019 : Assessment of GCG Implementation by BPKP South Province with a score of = 87.92

2020 : Self Assessment of GCG Implementation by PT JSM Konsultan with a score of = 9.93

### Tindak Lanjut Hasil Asesmen GCG

Pelindo IV berusaha meningkatkan implementasi GCG disetiap proses bisnis dan mempertahankan predikat "Sangat Baik" di tahun 2020 dari tahun sebelumnya. Untuk itu, pada tahun 2020 Perseroan telah melaksanakan rekomendasi dari hasil asesmen tahun sebelumnya, diantaranya :

### Follow-up on GCG Assessment

Results Pelindo IV seeks to improve the implementation of GCG in every business process and maintain the title of "Very Good" in 2020 from the previous year. For this reason, in 2020 the Company has carried out recommendations from the results of the previous year's assessment, including:



No	Rekomendasi Hasil Penilaian Tahun 2019 Recommended Assessment Results 2019	Status Tindak Lanjut Follow Up Status
1	<p>Dewan Komisaris agar melakukan perbaikan Board Manual dengan menambahkan kegiatan pengawasan dan pemberian nasehat Dewan Komisaris terkait perjanjian dan komitmen perusahaan dengan pihak ketiga.</p> <p>The Board of Commissioners should make improvements to the Board Manual by adding monitoring activities and providing advice to the Board of Commissioners regarding company agreements and commitments with third parties.</p>	<p>Telah ditindaklanjuti dengan menambahkan kegiatan pengawasan dan pemberian nasehat Dewan Komisaris terkait perjanjian dan komitmen perusahaan dengan pihak ketiga pada bab aspek Dekom. Saat ini Board Manual sedang dalam proses pemutakhiran.</p> <p>This has been followed up by adding monitoring activities and providing advice to the Board of Commissioners regarding company agreements and commitments with third parties in the aspect of the Board of Commissioners' chapter. Currently the Board Manual is in the process of being updated.</p>
2	<p>Dewan Komisaris agar merevisi Board Manual perseroan dengan memasukkan uraian tugas Sekretaris Dewan Komisaris terkait pengumpulan data data teknis yang berasal dari Komite dan Tenaga Ahli Dewan Komisaris untuk keperluan Dewan Komisaris</p> <p>The Board of Commissioners to revise the company's Board Manual by including a description of the duties of the Secretary of the Board of Commissioners regarding the collection of technical data from the Committee and Board of Commissioners' Experts for the purposes of the Board of Commissioners</p>	<p>Telah ditindaklanjuti dengan menambahkan aspek uraian tugas Sekretaris Dewan Komisaris terkait pengumpulan data-data teknis yang berasal dari Komite dan Tenaga Ahli Dewan Komisaris untuk keperluan Dewan Komisaris pada Board Manual yang sedang dalam proses pemutakhiran.</p> <p>This has been followed up by adding an aspect of the description of the duties of the Secretary of the Board of Commissioners related to the collection of technical data from the Committee and Board of Commissioners Experts for the purposes of the Board of Commissioners in the Board Manual which is in the process of being updated.</p>
3	<p>Direksi agar menginstruksikan kepada Kepala SPI untuk:</p> <p>a. Menyusun Program Kerja Pengawasan Tahunan (PPKT)/Rencana Audit Tahunan menggunakan pendekatan aspek Risiko (risk based auditing);</p> <p>The Board of Directors should instruct the Head of SPI to:</p> <p>a. Prepare an Annual Supervision Work Program (PPKT) / Annual Audit Plan using a risk aspect approach (risk based auditing);</p>	<p>Menunggu selesainya dilakukan update profil risiko untuk seluruh cabang oleh Direktorat TPB dan selanjutnya di rencanakan untuk menyusun Program Kerja Pengawasan Tahunan (PKPT) menggunakan pendekatan aspek Risiko (Risk Based Audit).</p> <p>Waiting for the completion of the risk profile update for all branches by the TPB Directorate and then it is planned to prepare an Annual Supervision Work Program (PKPT) using the Risk aspect approach (Risk Based Audit).</p>
4	<p>Direksi agar segera mengesahkan/ menetapkan Master Plan TI 2019-2024 agar pengembangan TI ke depan menjadi terarah.</p> <p>The Board of Directors should immediately ratify / determine the 2019-2024 IT Master Plan so that future IT development can be directed.</p>	<p>Biro IT saat ini sedang dalam proses mereview konsultan untuk pembuatan master plan IT sesuai Nota Dinas Nomor: ND.121/VI/BTI-2020, perihal: Pengajuan Konsultasi IT Master Plan dan Tata Kelola, tanggal 11 Juni 2020. Saat ini sedang dalam proses persetujuan oleh Direksi.</p> <p>The IT Bureau is currently in the process of reviewing consultants for the creation of an IT master plan according to the Office Note Number: ND.121 / VI / BTI-2020, regarding: Submission of IT Master Plan and Governance Consultation, June 11, 2020. Currently in process approval by the Board of Directors.</p>
5	<p>Direksi agar membuat laporan tindak lanjut atas rekomendasi asesmen pemasok dan melakukan survey tingkat kepuasan pemasok terhadap perusahaan.</p> <p>The Board of Directors is required to make a follow-up report on supplier assessment recommendations and conduct a survey of supplier satisfaction levels to the company</p>	<p>Telah mengajukan usulan anggaran biaya survey dalam RKAP 2021, dan pelaksanaan survey di jadwalkan pada triwulan 1 (satu) tahun 2021</p> <p>Has submitted a budget proposal for survey costs in the 2021 RKAP, and the survey is scheduled for the 1st (first) quarter of 2021</p>
6	<p>a. Melakukan revisi atas kebijakan pengendalian informasi perusahaan dengan membuka saluran permintaan informasi public selain secara tertulis dan surat elektronik.</p> <p>a. Revise the company's information control policy by opening channels for requests for public information other than in writing and electronic mail.</p> <p>b. Menetapkan pejabat /pihak yang diperbolehkan memberikan informasi perusahaan yang bersifat strategis.</p> <p>b. Determine officials / parties who are allowed to provide strategic company information..</p>	<p>Revisi Peraturan Direksi Nomor: PD 29 tahun 2015 tentang Keterbukaan Informasi Publik, saat ini sedang dalam proses koreksi pada Biro Hukum untuk draft legalnya.</p> <p>Revision of the Board of Directors Regulation Number: PD 29 of 2015 concerning Public Information Disclosure, is currently in the process of being corrected at the Legal Bureau for its legal draft.</p> <p>Revised Directors Regulation Number: PD 29 years</p> <p>Telah diatur dalam PD 29 Tahun 2015</p> <p>It has been regulated in PD 29 of 2015</p>

No	Rekomendasi Hasil Penilaian Tahun 2019 Recommended Assessment Results 2019	Status Tindak Lanjut Follow Up Status
7	<p>Melakukan revisi atas kebijakan pengendalian informasi perusahaan (KIP) dengan membuka saluran permintaan informasi public yang tidak hanya secara tertulis dan surat elektronik (E-mail) dan menetapkan pejabat yang berwenang memberikan informasi terutama yang bersifat strategis</p> <p>Revise the company's information control policy (KIP) by opening channels for requests for public information that are not only in writing and electronic mail (E-mail) and assigning officials who are authorized to provide information, especially those of a strategic nature.</p>	<p>Revisi atas PD 29 tahun 2015 tentang KIP dengan menambahkan penjelasan mengenai saluran permintaan informasi public yang tidak hanya secara tertulis dan surat elektronik (E-mail) dan menetapkan pejabat yang berwenang memberikan informasi terutama yang bersifat strategis, saat ini sedang dalam proses.</p> <p>The revision of PD 29 of 2015 concerning KIP by adding an explanation of the channels for requesting public information that is not only in writing and electronic mail (E-mail) and assigning officials who are authorized to provide information, especially strategic ones, is currently in process.</p>

## Struktur Tata Kelola Perseroan

Struktur Tata Kelola Perseroan bagi Manajemen Perseroan dipahami sebagai bagian dari:

1. Pembangunan infrastruktur melalui penguatan organ-organnya baik penguatan atas organ Dewan Komisaris dan organ Direksi yang kemudian mempertanggungjawabkan segala implementasi atas fungsi-fungsinya kepada organ Rapat Umum Pemegang Saham (RUPS), dan
2. Penyempurnaan kelengkapan atas *soft structure* yang diwujudkan melalui kebijakan dan peraturan yang dibuat di Perseroan.

Per 31 Desember 2020, Perseroan memiliki struktur governance yang terdiri dari Organ-Organ Utama dan Pendukung Perseroan. Organ Utama Perseroan meliputi Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Kemudian, organ-organ pendukung Perseroan antara lain Komite Audit, Komite Manajemen Risiko, Komite Nominasi dan Remunerasi, Sekretaris Dewan Komisaris, Sekretaris Perusahaan, Satuan Pengawasan Internal, Satuan Manajemen Risiko, serta organ-organ pendukung lainnya.

## Corporate Governance Structure

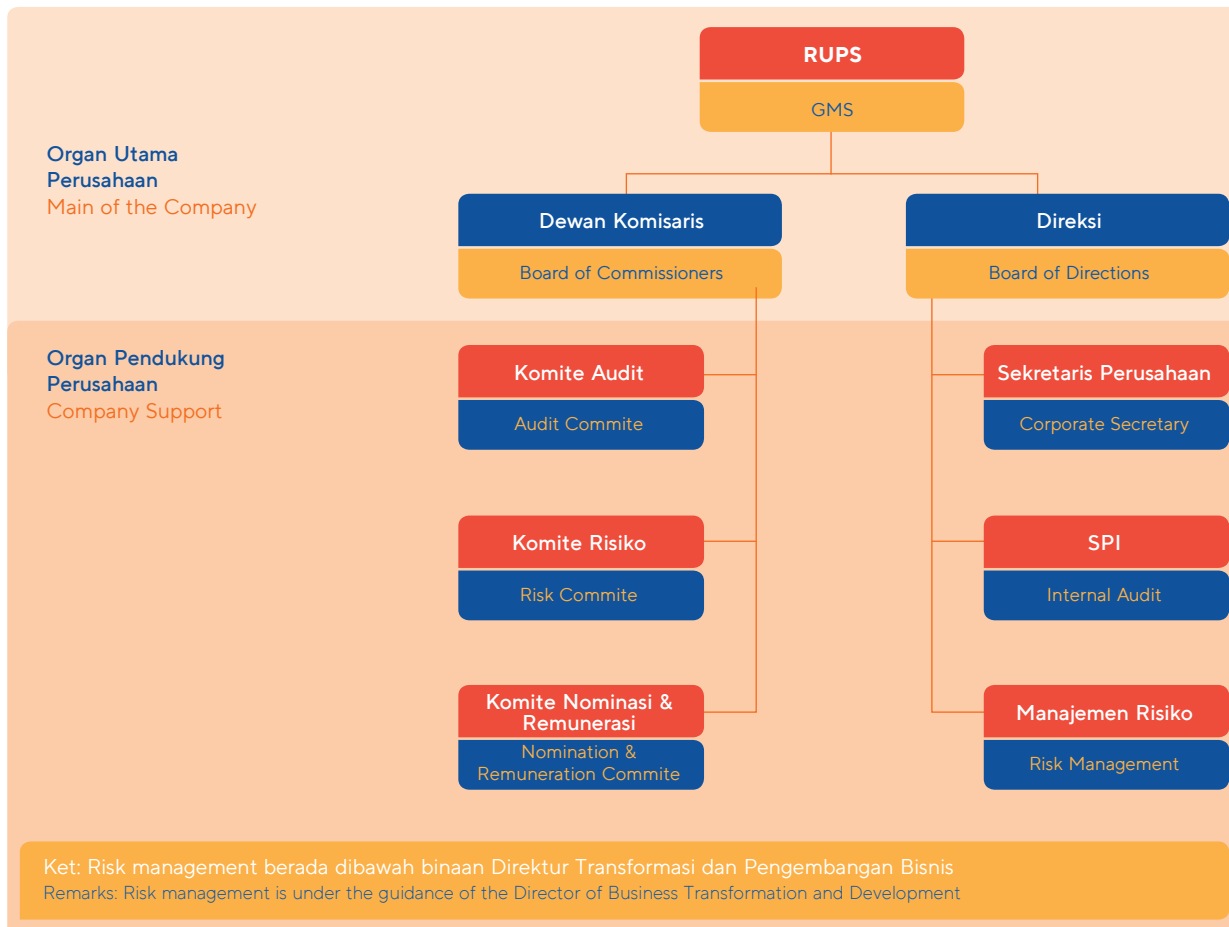
The Structure of Corporate Governance for the Management of the Company is understood as part of:

1. Infrastructure development through strengthening of its organs, both the organs of the Board of Commissioners and the organs of the Board of Directors, which then account for all implementation of their functions to the General Meeting of Shareholders (GMS) organs, and
2. Completion of the completeness of the soft structure which is realized through the policies and regulations made in the Company.

As of December 31, 2020, the Company has a governance structure consisting of the Main and Supporting Organs of the Company. The main organs of the Company include the General Meeting of Shareholders (GMS), the Board of Commissioners and the Board of Directors. The Company's supporting organs consist of the Audit Committee, the Risk Management Committee, the Nomination and Remuneration Committee, the Secretary of the Board of Commissioners, the Corporate Secretary, the Internal Audit Unit, the Risk Management Unit, and other supporting organs.

## Skema dan Struktur Tata Kelola Pelindo IV

## Pelindo IV Governance Scheme and Structure



### Softstructure Tata Kelola Perseroan

Softstructure yang ada di Perseroan antara lain:

1. Pedoman Tata Kelola Perseroan (GCG Code);
2. Pedoman Code of Conduct (CoC);
3. Pedoman tata kerja Dewan Komisaris dan Direksi (Board Manual);
4. Kebijakan Komunikasi dengan Pemegang Saham;
5. Kebijakan Pengungkapan Informasi (Disclosure Information);
6. Pedoman terkait Laporan Harta Kekayaan Penyelenggara Negara (LKHPN);
7. Pedoman terkait benturan kepentingan (Conflict of Interest/Col);
8. Program Pengendalian Gratifikasi;
9. Pedoman penegakan disiplin dan penanganan pelanggaran (*Whistleblowing System/WBS*);

### Softstructure of Corporate Governance

The soft structure in the Company includes:

1. Corporate Governance Guidelines (GCG Code);
2. Code of Conduct (CoC) Guidelines;
3. Guidelines for the work procedures of the Board of Commissioners and Board of Directors (Board Manual);
4. Communication Policy with Shareholders;
5. Disclosure Information Policy;
6. Guidelines related to the State Organizer's Asset Report (LKHPN);
7. Guidelines related to conflicts of interest (Col);
8. Gratuity Control Program;
9. Guidelines for disciplinary enforcement and handling of violations (*Whistleblowing System / WBS*);

10. Berbagai kebijakan dan prosedur Perseroan yang senantiasa dilengkapi dan disempurnakan secara terus-menerus serta disesuaikan dengan peraturan/perundang-undangan yang berlaku dan terbaru;
11. Kebijakan Kesehatan Kerja dan Lingkungan; dan
12. Kebijakan Pengadaan Barang dan Jasa.

## Realisasi Program Tata Kelola Perseroan Tahun 2020

Pada tahun 2020, Perseroan melakukan sejumlah langkah strategis sebagai wujud implementasi program GCG yang telah direncanakan sebagai berikut:

1. Pelaksanaan Penilaian Self Assesment Penerapan GCG untuk Tahun Buku 2020;
2. keikutsertaan Annual Report Award Tahun 2020 namun pelaksanaannya ditunda karena adanya Pandemic Covid-19;
3. Penandatanganan Pakta Integritas, Pernyataan Tidak Memiliki Benturan Kepentingan, dan Pernyataan Tidak Memiliki Saham oleh Direksi dan Dewan Komisaris dibuat setiap tahun. Terakhir diperbaharui pada tanggal 6 Januari 2020. Untuk para General Manager dan Direksi Anak Perusahaan dilaksanakan dimulai pada awal Januari 2020;
4. Sosialisasi Visi dan Misi ke cabang-cabang, Anak dan Cucu Perusahaan telah dilaksanakan sesuai surat Direktur SDM, Nomor: 7/HM.001/6/DSU-2019 tanggal 11 Maret 2019. Sedangkan Nilai-nilai Perseroan terbaru "AKHLAK" telah disosialisasikan pada tanggal 21 Juli 2020 ke cabang-cabang, Entitas Anak dan Entitas Cucu serta Kantor Pusat melalui Daring (*Zoom Meeting*) oleh Bapak Ary Ginanjar sebagai pemateri;
5. *WhistleBlowing System* (WBS) telah disahkan melalui Peraturan Direksi Nomor: PD 31 Tahun 2020 tentang Pedoman Umum Sistem Penanganan Pelaporan/Pengaduan Dugaan Pelanggaran (*Whistle Blowing System*) di Lingkungan PT Pelabuhan Indonesia IV (Persero).
6. PT Pelabuhan Indonesia IV (Persero) telah menetapkan Peraturan Direksi terkait Standar Operasional Prosedur (SOP) yakni PD 32 Tahun 2020 tentang Pedoman Penyusunan Standar Operasional Prosedur (SOP) di Lingkungan PT Pelabuhan Indonesia IV (Persero). Pedoman SOP membantu memperlancar penyusunan langkah

10. Various policies and procedures of the Company that are constantly complemented, refined and adjusted to the prevailing and latest laws / regulations;
11. Occupational Health and Environmental Policy; and
12. Goods and Services Procurement Policy.

## Realization of the Corporate Governance Program in 2020

In 2020, the Company carried out the following strategic steps as a form of implementation of the GCG program:

1. Self-Assessment of GCG Implementation for the 2020 Financial Year;
2. Participation in the 2020 Annual Report Award but its implementation was postponed due to the Covid-19 Pandemic;
3. The signing of the Integrity Pact, Statement of Having No Conflict of Interest, and Statement of Not Owning Shares by the Board of Directors and the Board of Commissioners are made annually. Last updated on January 6, 2020. For General Managers and Directors of Subsidiaries, starting in early January 2020;
4. Socialization of the Vision and Mission to branches, Subsidiaries and Second-tier Subsidiaries has been carried out in accordance with the Director of HC letter, Number: 7 / HM.001 / 6 / DSU-2019 dated March 11, 2019. Meanwhile, the latest Company Values "AKHLAK" has been socialized on 21 July 2020 to branches, Subsidiaries and Second-tier Subsidiaries as well as the Head Office online (via *Zoom Meeting*) by Mr. Ary Ginanjar as the speaker;
5. The Whistle Blowing System (WBS) has been ratified by the Board of Directors Regulation Number: PD 31 of 2020 concerning General Guidelines for the System for Handling Reporting / Complaints on Alleged Violations (*Whistle Blowing System*) in the PT Pelabuhan Indonesia IV (Persero) Environment.
6. PT Pelabuhan Indonesia IV (Persero) has established a Board of Directors Regulation regarding Standard Operating Procedures (SOP), namely Board of Directors Regulation No. 32 of 2020 concerning Guidelines for Preparation of Standard Operating Procedures (SOP) in PT Pelabuhan Indonesia IV (Persero). SOP guidelines help facilitate the



kerja, tahapan kerja, mekanisme serta alur kegiatan setiap Unit Kerja dalam rangka mendukung tertib administrasi penyelenggaraan pemerintahan.;

7. PT Pelabuhan Indonesia IV (Persero) secara konsisten menginformasikan Panduan GCG kepada seluruh pihak yang berkepentingan agar dapat memahami standar kerja Perseroan yang sesuai dengan prinsip-prinsip GCG. dengan adanya beberapa perubahan di lingkungan bisnis Perseroan termasuk perubahan Nilai-Nilai Perseroan (core values) yang semula "GREAT" berubah menjadi "AKHLAK" sesuai aspirasi Pemegang Saham. AKHLAK merupakan akronim dari Amanah, Kompeten, Harmonis, Loyal, adaktif dan Kolaboratif.

## Sinergi dengan Anak Perseroan dalam Penerapan Tata Kelola Perseroan

Perseroan memiliki Pedoman Tata Kelola Komunikasi Anak Perusahaan dan Perusahaan Asosiasi yang memberikan panduan bagi Perseroan selaku Induk Perusahaan dengan Anak Perusahaan dan PT Pelindo IV selaku Pemegang Saham di Perusahaan Asosiasi.

Pengelolaan dan pengawasan terhadap Anak Perusahaan dan Perusahaan Afiliasi dilakukan melalui penempatan wakil dari Perseroan baik sebagai Direksi maupun sebagai Komisaris.

### 1. **PT Equiport Inti Indonesia**

- a. Keputusan Sirkuler Pemegang Saham sebagai pengganti Rapat Umum Pemegang Saham PT Equiport Inti Indonesia antara PT Pelabuhan Indonesia IV (Persero) Nomor: 129/HK.307/DUT-2020 dan Koperasi Karyawan PT Pelindo IV (Persero) Nomor: 101/KPI.IV/VIII/2020 tanggal 31 Juli 2020 tentang Pengangkatan Sdr. Prasetyadi sebagai Komisaris Utama Perseroan PT Equiport Inti Indonesia;
- b. Pernyataan Keputusan Para Pemegang Saham diluar Rapat Umum Pemegang Saham Perseroan Terbatas PT Equiport Inti Indonesia sesuai dengan Akta Notaris Nanda Fauz Iwan, S.H., M. Kn. Nomor 04 tanggal 26 November 2018 tentang Pengangkatan:

preparation of work steps, work stages, mechanisms and the flow of activities of each Work Unit in order to support orderly administration of government administration;

7. PT Pelabuhan Indonesia IV (Persero) consistently informs the GCG Guidelines to all interested parties in order to understand the Company's work standards in accordance with the principles of GCG after changes in the Company's business environment, including changes in the Company's core values, from "GREAT" becomes "AKHLAK" according to the aspirations of Shareholders. AKHLAK is an acronym for Amanah, Competent, Harmonious, Loyal, adaptive and Collaborative.

## Synergy with Subsidiaries in the Implementation of Corporate Governance

The Company has Communication Governance Guidelines for Subsidiaries and Associated Companies which provide guidance for the Company as the Parent Company with Subsidiaries and PT Pelindo IV as Shareholders in Associated Companies.

The management and supervision of Subsidiaries and Affiliated Companies is carried out through the placement of representatives of the Company either as Directors or as Commissioners.

### 1. **PT Equiport Inti Indonesia**

- a. Circular Decision of Shareholders as a substitute for the General Meeting of Shareholders of PT Equiport Inti Indonesia between PT Pelabuhan Indonesia IV (Persero) Number: 129 / HK.307 / DUT-2020 and PT Pelindo IV (Persero) Employee Cooperative Number: 101 / KPI.IV / VIII / 2020 dated July 31, 2020 concerning the Appointment of Mr. Prasetyadi as President Commissioner of PT Equiport Inti Indonesia;
- b. Declaration of Shareholders' Decisions outside the General Meeting of Shareholders of Equiport Inti Indonesia Limited Liability Companies in accordance with the Notary Deed of Nanda Fauz Iwan, S.H., M. Kn. Number 04 dated November 26 2018 concerning The Appointment of:

- 1) Direktur Utama: Jubliadi Patangke;
- 2) Direktur Operasi dan Pemasaran:  
Mukhammad Anton Efendy
- 3) Direktur Keuangan dan SDM:  
Roy F. Simanjuntak.

- 1) President Director: Jubliadi Patangke;
- 2) Operations and Marketing Director:  
Mukhammad Anton Efendy;
- 3) Director of Finance and Human  
Resources: Roy F. Simanjuntak.

## 2. **PT Nusantara Terminal Service**

- a. Keputusan Sirkuler Pemegang Saham sebagai pengganti Rapat Umum Pemegang Saham PT Nusantara Terminal Service antara PT Pelabuhan Indonesia IV (Persero) Nomor: BA.127/HK.307/DUT-2020 dan Koperasi Karyawan PT Pelindo IV (Persero) Nomor: 097/KPI.IV/VIII/2020 tanggal 21 Agustus 2020 tentang Pengangkatan:

- 1) Komisaris Utama :  
I.M Herdianta Gautama;
- 2) Komisaris Independen:  
Tenri Olle Yasin Limpo.

- b. Keputusan Sirkuler Pemegang Saham sebagai pengganti Rapat Umum Pemegang Saham PT Nusantara Terminal Service antara PT Pelabuhan Indonesia IV (Persero) Nomor: BA.128/HK.307/DUT-2020 dan Koperasi Karyawan PT Pelindo IV (Persero) Nomor: 098/KPI.IV/VIII/2020 tanggal 21 Agustus 2020 tentang Pengangkatan:

- 1) Direktur Utama: Muhammad Basir;
- 2) Direktur Operasi dan Komersial:  
Johan Daming;
- 3) Direktur Keuangan dan SDM:  
Sutaryo.

## 3. **PT Kaltim Kariangau Terminal**

- a. Berita Acara Rapat Umum Pemegang Saham Luar Biasa Perseroan Terbatas PT Kaltim Kariangau Terminal sesuai Akta Notaris Lily Aryati, S.H., M. Kn. Nomor 11 tanggal 10 Juli 2020 tentang Pengangkatan:

### **Komisaris:**

- 1) Komisaris Utama: Abu Helmi;
- 2) Komisaris: M. Adji;
- 3) Komisaris: Zaenal Haq.

## 2. **PT Nusantara Terminal Service**

- a. Circular Decision of Shareholders as a substitute for the General Meeting of Shareholders of PT Nusantara Terminal Service between PT Pelabuhan Indonesia IV (Persero) Number: BA.127 / HK.307 / DUT-2020 and PT Pelindo IV (Persero) Employee Cooperative Number: 097 / KPI. IV / VIII / 2020 dated 21 August 2020 concerning Appointment:

- 1) President Commissioner: I.M Herdianta Gautama;
- 2) Independent Commissioner:  
Tenri Olle Yasin Limpo.

- b. Circular Decision of Shareholders as a substitute for the General Meeting of Shareholders of PT Nusantara Terminal Service between PT Pelabuhan Indonesia IV (Persero) Number: BA.128 / HK.307 / DUT-2020 and PT Pelindo IV (Persero) Employee Cooperative Number: 098 / KPI. IV / VIII / 2020 dated 21 August 2020 concerning The Appointment of:

- 1) President Director: Muhammad Basir;
- 2) Operations and Commercial Director:  
Johan Daming;
- 3) Director of Finance and Human  
Resources: Sutaryo.

## 3. **PT Kaltim Kariangau Terminal**

- a. Minutes of the Extraordinary General Meeting of Shareholders of PT Kaltim Kariangau Terminal in accordance with the Notary Deed Lily Aryati, S.H., M. Kn. Number 11 dated July 10, 2020 concerning The Appointment of:

### **Board of Commissioner:**

- 1) President Commissioner: Abu Helmi;
- 2) Commissioner: M. Adji;
- 3) Commissioner: Zaenal Haq.

**Direksi:**

- 1) Direktur Utama: Abdul Azis;
- 2) Direktur Operasi dan Teknik:  
Sofyan;
- 3) Direktur Keuangan dan SDM:  
Suherman.

**Board of Directors:**

- 1) President Director: Abdul Azis;
- 2) Operation and Technical Director:  
Sofyan;
- 3) Finance and HC Director:  
Suherman.

## Rencana Tata Kelola Perseroan Tahun 2021

Untuk meningkatkan penerapan GCG di tahun 2021, Perseroan telah menyusun dan menyiapkan sejumlah rencana kerja terkait penerapan GCG sebagai berikut:

1. Menetapkan kebijakan Pedoman Tata Kelola Perseroan yang Baik (GCG Code) disesuaikan dengan perkembangan dan kondisi Perusahaan;
2. Melakukan revisi Board Manual, Code of Conduct (CoC), Benturan Kepentingan yang disesuaikan dengan perubahan-perubahan kebijakan yang terjadi berdasarkan regulasi maupun arahan Pemegang Saham;
3. Melakukan revisi kebijakan khususnya tentang penggunaan Media Sosial di lingkungan Perseroan;
4. Berpartisipasi pada Annual Report Award tahun 2020. Pelaksanaan pada Triwulan II;
5. Berpartisipasi pada beberapa BUMN Award;
6. Pemantauan Penerapan GCG Korporat (kantor Pusat dan Cabang). Pelaksanaan pada Triwulan I s.d Triwulan IV;
7. Sosialisasi kebijakan dan manual-manual GCG yang telah direvisi di seluruh cabang dan Kantor Pusat. Rencana pelaksanaan pada Triwulan II-Triwulan IV;
8. Pelaksanaan Survey Visi, Misi, Tata Nilai Perusahaan dan Budaya Perusahaan ke seluruh Cabang, Anak dan Cucu Perusahaan serta SBU;
9. Pelaksanaan Self Assesment Penerapan GCG tahun 2020. Dilaksanakan pada Triwulan I;
10. Penyusunan dan Penggandaan Annual Report Tahun Buku 2020;
11. Penandatanganan Pakta Integritas dan Kepatuhan Insan yang dilaksanakan pada Triwulan I.

## Corporate Governance Plan for 2021

To improve GCG implementation in 2021, the Company has prepared a number of work plans related to GCG implementation, namely:

1. Establishing Good Corporate Governance Guidelines (GCG Code) policies that are tailored to the development and condition of the Company;
2. Revising the Board Manual, Code of Conduct (CoC), and Conflict of Interest in accordance with policy changes that occur both based on regulations and directions from Shareholders;
3. Revising policies, especially the use of Social Media within the Company;
4. Participating in the Annual Report Award 2020. Implementation in the second quarter;
5. Participating in several BUMN Awards;
6. Monitoring the Implementation of Corporate GCG (Head Office and Branches). Implementation in Quarter I to Quarter IV;
7. Dissemination of revised GCG policies and manuals in all branches and Head Office. Implementation plan in Quarter II-Quarter IV;
8. Conducting a Survey of Vision, Mission, Corporate Values and Corporate Culture to all Branches, Subsidiaries and Second-tier subsidiaries of the Company as well as SBUs;
9. Implementation of Self-Assessment of GCG Implementation 2020. Conducted in the first quarter;
10. Preparation and Reproduction of the 2020 Annual Report;
11. The signing of the Personnel Integrity and Compliance Pact held in Quarter I.

## DEWAN KOMISARIS

Board Of Commissioners



Dewan Komisaris memiliki tanggung jawab dan wewenang penuh untuk mengawasi seluruh kinerja anggota Direksi, memberikan nasihat kepada Direksi (jika dipandang perlu) dan berhak memperoleh akses atas informasi Perseroan secara tepat waktu dan komprehensif

The Board of Commissioners has full responsibility and authority to supervise all performance of members of the Board of Directors, provide advice to the Board of Directors (if deemed necessary) and are entitled to obtain access to Company information in a timely and comprehensive manner.





Dewan Komisaris memiliki tanggung jawab dan wewenang penuh untuk mengawasi seluruh kinerja anggota Direksi, memberikan nasihat kepada Direksi (jika dipandang perlu) dan berhak memperoleh akses atas informasi Perseroan secara tepat waktu dan komprehensif. Dewan Komisaris dibentuk sesuai amanat Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas yang mewajibkan semua perusahaan yang didirikan berdasarkan hukum Indonesia mempunyai Dewan Komisaris. Keberadaan dan ketentuan Dewan Komisaris di Perusahaan tertuang dalam Anggaran Dasar Perusahaan.

## Komposisi dan Keberagaman Dewan Komisaris

Sehubungan dengan penutupan Tahun Buku 2020 PT Pelabuhan Indonesia IV (Persero) pada tanggal 31 Desember 2020 dan untuk memenuhi ketentuan dalam Pasal 116 huruf c Undang-Undang Nomor 40 Tahun 2007 Tentang Perseroan Terbatas dan Pasal 15 ayat 2 huruf b angka 13) Anggaran Dasar PT Pelabuhan Indonesia IV (Persero) maka Dewan Komisaris menyusun Laporan Tahunan, periode 1 Januari sampai dengan 31 Desember 2020, sebagai pertanggungjawaban mengenai pelaksanaan tugas pengawasan yang telah dilakukan dalam Tahun Buku 2020. Selanjutnya nama perusahaan disebut "Perseroan."

Pelaksanaan tugas, wewenang, dan kewajiban Dewan Komisaris berdasarkan pada peraturan perundang-undangan, Keputusan/Peraturan/ Surat Menteri Badan Usaha Milik Negara (BUMN), Anggaran Dasar Perseroan, Risalah Rapat Umum Pemegang Saham (RUPS), dan berbagai peraturan internal Perseroan.

Dewan Komisaris Perseroan yang bertugas dalam periode Bulan Januari s.d. Maret 2020 sebagai berikut.

Agus Purwoto	: Komisaris Utama.
Wihana Kirana Jaya	: Komisaris.
Heri Purnomo	: Komisaris.
Suratto Siswodihardjo	: Komisaris.
Neil Iskandar Daulay	: Komisaris Independen.
Syamsu Alam	: Komisaris Independen.

The Board of Commissioners has full responsibility and authority to supervise all performance of members of the Board of Directors, provide advice to the Board of Directors (if deemed necessary) and are entitled to obtain access to Company information in a timely and comprehensive manner. The Board of Commissioners was formed in accordance with the mandate of Law No. 40 of 2007 concerning Limited Liability Companies which requires all companies established under Indonesian law to have a Board of Commissioners. The existence and provisions of the Board of Commissioners in the Company are contained in the Articles of Association of the Company.

## Composition and Diversity of the Board of Commissioners

In connection with the closing of the 2020 Fiscal Year PT Pelabuhan Indonesia IV (Persero) on December 31, 2020 and to comply with the provisions in Article 116 letter c of Law Number 40 of 2007 concerning Limited Liability Companies and Article 15 paragraph 2 letter b number 13) PT's Articles of Association Pelabuhan Indonesia IV (Persero), the Board of Commissioners prepares an Annual Report, for the period of January 1 to December 31, 2020, as the responsibility for the implementation of the supervisory duties that have been carried out in the 2020 Financial Year. Hereinafter the name of the company is called the "Company."

The implementation of the duties, powers and obligations of the Board of Commissioners is based on laws and regulations, the Decree / Regulation / Letter of the Minister for State-Owned Enterprises (BUMN), the Articles of Association of the Company, the Minutes of the General Meeting of Shareholders (GMS), and various internal regulations of the Company.

The Board of Commissioners of the Company who served in the period January s.d. March 2020 as follows.

Agus Purwoto	: President Commissioner.
Wihana Kirana Jaya	: Commissioner.
Heri Purnomo	: Commissioner.
Suratto Siswodihardjo	: Commissioner.
Neil Iskandar Daulay	: Independent Commissioner.
Syamsu Alam	: Independent Commissioner.

Tiga Anggota Dewan Komisaris yang pertama, Agus Purwoto diangkat berdasarkan SK-214/MBU/10/2014 tanggal 17 Oktober 2014, sedangkan Anggota Dewan Komisaris, Suratto Siswodihardjo diangkat berdasarkan SK-225/MBU/11/2015 tanggal 11 November 2015 dan Anggota Dewan Komisaris Wihana Kirana Jaya diangkat berdasarkan SK-213/MBU/10/2017 tanggal 4 Oktober 2017.

Nama, jabatan, pekerjaan utama para anggota Dewan Komisaris Perseroan tersebut serta bidang tugas masing-masing Anggota Dewan Komisaris telah ditetapkan dengan Keputusan Dewan Komisaris Nomor KEP-03/KPI.IV/2019 Tanggal 20 Maret 2019.

Bahwa dengan adanya Keputusan Menteri BUMN Selaku Rapat Umum Pemegang Saham Perusahaan Perseroan (Persero) PT Pelabuhan Indonesia IV No: SK-91/MBU/03/2020 tanggal 23 Maret 2020 Perihal Pemberhentian dan Pengangkatan Anggota-Anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Pelabuhan Indonesia IV, memberhentikan dengan hormat Sdr. Agus Purwoto selaku Komisaris Utama Perusahaan, Sdr. Suratto Siswodihardjo dan Sdr. Wihana Kirana Jaya selaku Komisaris Perseroan (Persero) PT Pelabuhan Indonesia IV serta mengangkat Sdr. Fachry Ali sebagai Komisaris Utama, Sdr. Eris Herryanto dan Sdr. Abdulhamid Dipopramono sebagai Komisaris.

Terhitung mulai tanggal 23 Maret 2020, Dewan Komisaris yang bertugas sebagai berikut;

Fachry Ali	: Komisaris Utama/Independen.
Abdulhamid Dipopramono	: Komisaris.
Heri Purnomo	: Komisaris.
Eris Herryanto	: Komisaris Independen.
Neil Iskandar Daulay	: Komisaris Independen.
Syamsu Alam	: Komisaris Independen.

Pembagian kerja tersebut, untuk memenuhi ketentuan dalam Pasal 15 ayat 2 huruf b angka 24) Anggaran Dasar Perseroan, tidak mengurangi ketentuan yang berlaku bahwa dalam melaksanakan tugas pengawasan, para Anggota Dewan Komisaris merupakan majelis yang bertindak berdasarkan Keputusan Dewan Komisaris.

The first three members of the Board of Commissioners, Agus Purwoto were appointed based on SK-214 / MBU / 10/2014 dated 17 October 2014, while the Member of the Board of Commissioners, Suratto Siswodihardjo was appointed based on SK-225 / MBU / 11/2015 dated 11 November 2015 and Member of the Board Commissioner Wihana Kirana Jaya was appointed based on SK-213 / MBU / 10/2017 dated 4 October 2017.

The names, positions, main occupations of the members of the Board of Commissioners of the Company and the field of duties of each Member of the Board of Commissioners have been determined by the Decree of the Board of Commissioners Number KEP-03 / KPI.IV / 2019 dated March 20, 2019.

Whereas with the Decree of the Minister of BUMN as the General Meeting of Shareholders of the Company (Persero) PT Pelabuhan Indonesia IV No: SK-91 / MBU / 03/2020 dated March 23, 2020 regarding the Dismissal and Appointment of Members of the Board of Commissioners of a Limited Liability Company (Persero) PT Pelabuhan Indonesia IV, dismissed with respect Mister. Agus Purwoto as the Company's President Commissioner, Mr. Suratto Siswodihardjo and Br. Wihana Kirana Jaya As Commissioner of the Company (Persero) PT Pelabuhan Indonesia IV and appointed Mr. Fachry Ali as President Commissioner, Br. Eris Herryanto and Br. Abdulhamid Dipopramono as Commissioner.

Starting from March 23, 2020, the Board of Commissioners assigned as follows;

Fachry Ali	: President Commissioner.
Abdulhamid Dipopramono	: Commissioner.
Heri Purnomo	: Commissioner.
Eris Herryanto	: Independent Commissioner.
Neil Iskandar Daulay	: Independent Commissioner.
Syamsu Alam	: Independent Commissioner.

The division of scope, in order to comply with the provisions in Article 15 paragraph 2 letter b number 24) of the Company's Articles of Association, does not reduce the applicable provisions that in carrying out supervisory duties, the Members of the Board of Commissioners are assemblies that act based on the Decree of the Board of Commissioners.

Dewan Komisaris telah melakukan tugas pengawasan terhadap kebijakan pengurusan Direksi dalam menjalankan Perseroan dan memberikan nasihat kepada Direksi, sebagai pelaksanaan ketentuan dalam UU No. 40/2007, UU No. 19/2003, PP No. 45/2005, dan Anggaran Dasar Perseroan. Pelaksanaan tugas pengawasan tersebut meliputi kunjungan kerja ke Unit Kerja di lingkungan Perseroan (Kantor Pusat dan Cabang), tindak lanjut atas kunjungan kerja, memberikan keputusan tertulis atas beberapa rencana perbuatan Direksi, memberikan tanggapan tertulis atas beberapa rencana perbuatan Direksi yang harus mendapat persetujuan RUPS, pemantauan kerja sama usaha, permintaan penjelasan dari Direksi, koreksi dan saran kepada Direksi, tindak lanjut atas Laporan Hasil Audit (LHA) auditor internal dan eksternal, pemantauan atas pelaksanaan RKAP Tahun 2020, pemantauan tindak lanjut atas beberapa Surat/Keputusan/Peraturan Menteri Badan Usaha Milik Negara (BUMN), Keputusan RUPS dan Arahan Pemegang Saham/RUPS, tindak lanjut atas surat Deputi Menteri BUMN, Rancangan RKAP Perseroan Tahun 2021, dan kegiatan Komite Dewan Komisaris.

## Kebijakan Keberagaman Dewan Komisaris

Perseroan meyakini bahwa kebijakan keberagaman merupakan hal yang perlu diperhatikan. Hal tersebut dibutuhkan bagi Perseroan dalam menghadapi berbagai dinamika usaha di masa mendatang. Untuk itu, diperlukan berbagai macam pendekatan dari bidang keilmuan dan kompetensi yang dimiliki oleh masing-masing Dewan Komisaris agar paradigma dalam pengambilan keputusan menjadi lebih luas.

Penetapan komposisi Dewan Komisaris Perseroan mengacu pada Anggaran Dasar, ketentuan Pemegang Saham, dan peraturan/perundang-undangan yang berlaku, serta telah mempertimbangkan unsur keberagaman dari sisi pendidikan, pengalaman kerja, jenis kelamin, dan usia.

The Board of Commissioners has carried out supervisory duties on the management policies of the Board of Directors in running the Company and provided advice to the Board of Directors, as the implementation of the provisions in Law no. 40/2007, Law no. 19/2003, PP. 45/2005, and the Company's Articles of Association. The implementation of these supervisory duties includes working visits to the Work Units within the Company (Head Office and Branches), follow-up on work visits, giving written decisions on several plans of actions of the Board of Directors, providing written responses to several plans of actions of the Directors which must be approved by the GMS, monitoring business cooperation, requests for explanations from the Board of Directors, corrections and suggestions to the Board of Directors, follow-up on the Audit Report (LHA) for internal and external auditors, monitoring of the implementation of the 2020 RKAP, monitoring follow-up on several Letters / Decrees / Regulations of the Minister of Owned Enterprises State (BUMN), Resolution of GMS and Direction of Shareholders / GMS, follow-up to the letter of the Deputy Minister of BUMN, Draft RKAP of the Company for 2021, and activities of the Committee of the Board of Commissioners.

## Board of Commissioners Diversity Policy

The Company believes that the diversity policy is something that needs attention. This is required for the Company in facing various business dynamics in the future. For this reason, various kinds of approaches are needed from the scientific fields and competencies of each Board of Commissioners so that the paradigm in decision making becomes broader.

The determination of the composition of the Company's Board of Commissioners refers to the Articles of Association, Shareholders provisions, and prevailing laws / regulations, and has taken into account the diversity elements in terms of education, work experience, gender and age.

Komposisi dan keberagaman Dewan Komisaris ditunjukkan pada tabel di bawah ini:

The composition and diversity of the Board of Commissioners is shown in the table below:

No	NAMA Name	JABATAN Position	PERSETUJUAN RUPS Agreement GMS	PERIODE JABATAN Position Period
1	Fachry Ali	Komisaris utama/ Independen President Commissioner Independent	SK-91/MBU/03/2020	23 Maret 2020 s.d Sekarang March 23, 2020 to present
2	Eris Herryanto	Komisaris Independen Independent Commissioner	SK-91/MBU/03/2020	23 Maret 2020 s.d Sekarang March 23, 2020 to present
3	Abdulhamid Dipopramono	Komisaris Commissioner	SK-91/MBU/03/2020	23 Maret 2020 s.d Sekarang March 23, 2020 to present
4	Heri Purnomo	Komisaris Commissioner	SK-213/MBU/10/2017	4 Oktober 2017 s.d Sekarang October 4, 2017 s.d present
5	Neil Iskandar Daulay	Komisaris Independen Independent Commissioner	SK-60/MBU/03/2019	5 Maret 2019 s.d Sekarang March 5, 2019 to present
6	Syamsu Alam	Komisaris Independen Independent Commissioner	SK-60/MBU/03/2019	5 Maret 2019 s.d Sekarang March 5, 2019 to present

## Pengangkatan dan Pemberhentian Dewan Komisaris

Para Anggota Dewan Komisaris diangkat dan diberhentikan melalui mekanisme yang diatur dalam Peraturan Menteri BUMN Nomor : PER-02/MBU/02/2015 tentang Persyaratan, Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara. Anggota Dewan Komisaris diangkat dan diberhentikan oleh RUPS, dimana dalam RUPS tersebut dihadiri oleh Pemegang Saham Seri A Dwiwarna dan keputusan rapat tersebut harus disetujui oleh Pemegang Saham Seri A Dwiwarna. Para Anggota Dewan Komisaris diangkat oleh RUPS dari calon yang diajukan oleh Pemegang Saham Seri A Dwi warna, pencalonan mana mengikat bagi RUPS. Ketentuan in berlaku juga untuk RUPS yang diadakan dalam rangka mencabut atau menguatkan keputusan pemberhentian sementara anggota Direksi oleh Dewan Komisaris. Keputusan RUPS mengenai pengangkatan dan pemberhentian anggota Direksi juga menetapkan saat mulai berlakunya pengangkatan dan pemberhentian tersebut. Dalam hal RUPS tidak menetapkan, maka pengangkatan dan

## Appointment and Dismissal of the Board of Commissioners

Members of the Board of Commissioners are appointed and dismissed through a mechanism stipulated in the Regulation of the Minister of BUMN Number: PER-02 / MBU / 02/2015 concerning Requirements, Procedures for Appointing and Dismissing Members of the Board of Commissioners and the Supervisory Board of State-Owned Enterprises. Members of the Board of Commissioners are appointed and dismissed by the GMS which is attended by the Dwiwarna Series A Shareholders and the decision is approved by the Dwiwarna Series A Shareholders. The members of the Board of Commissioners are appointed by the GMS from the candidates proposed by the Dwiwarna Series A Shareholders which bind the GMS. This provision also applies to the GMS in order to revoke or strengthen the decision on the temporary dismissal of members of the Board of Directors by the Board of Commissioners. The resolution of the GMS regarding the appointment and dismissal of members of the Board of Directors also determines its validity period. If the GMS does not determine its validity period, the appointment and



pemberhentian anggota Direksi tersebut mulai berlaku sejak penutupan RUPS. Setelah masa jabatannya berakhir, para anggota Direksi dapat diangkat kembali oleh RUPS untuk satu kali masa jabatan.

dismissal of the members of the Board of Directors shall take effect since the closing of the GMS. After their term of office has ended, members of the Board of Directors may be reappointed by the GMS for one term of office.

## Pernyataan Independensi dan Potensi Benturan Kepentingan

Setiap tahun, seluruh anggota Dewan Komisaris Perusahaan disyaratkan untuk menandatangani pernyataan untuk bersikap independen dan bebas benturan kepentingan dalam menjalankan fungsi dan tugasnya.

## Statement of Independence and Potential Conflicts of Interest

Every year, all members of the Company's Board of Commissioners are required to sign a statement of willingness to be independent and free from conflict of interest in carrying out their functions and duties.

Nama Name	Pernyataan Sikap Independen Independent statement	Pernyataan Sikap Bebas Benturan Kepentingan Free of Conflict of Interest Statement
Fachry Ali	Independen (Pernyataan telah ditandatangani pada tanggal 26 Maret 2020) Independent (Statement signed on March 26, 2020)	Bebas benturan kepentingan (Pernyataan telah ditandatangani pada tanggal 26 Maret 2020) Free of conflict of interest (The statement was signed on March 26, 2020)
Eris Herryanto	Independen (Pernyataan telah ditandatangani pada tanggal 26 Maret 2020) Independent (Statement signed on March 26, 2020)	Bebas benturan kepentingan (Pernyataan telah ditandatangani pada tanggal 26 Maret 2020) Free of conflict of interest (The statement was signed on March 26, 2020)
Abdulhamid Dipopramono	Independen (Pernyataan telah ditandatangani pada tanggal 26 Maret 2020) Independent (Statement signed on March 26, 2020)	Bebas benturan kepentingan (Pernyataan telah ditandatangani pada tanggal 26 Maret 2020) Free of conflict of interest (The statement was signed on March 26, 2020)
Heri Purnomo	Independen (Pernyataan telah ditandatangani pada tanggal 27 November 2020) Independent (Statement signed on November 27, 2020)	Bebas benturan kepentingan (Pernyataan telah ditandatangani pada 18 Februari 2020 dan diperbaharui Kembali pada tanggal 27 November 2020) Free of conflict of interest (The statement was signed on February 18, 2020 and updated again on November 27, 2020)
Neil Iskandar Daulay	Independen (Pernyataan telah ditandatangani pada tanggal 27 November 2020) Independent (Statement signed on November 27, 2020)	Bebas benturan kepentingan (Pernyataan telah ditandatangani pada tanggal 18 Februari 2020) Free of conflict of interest (The statement was signed on February 18, 2020)
Syamsu Alam	Independen (Pernyataan telah ditandatangani pada tanggal 27 November 2020) Independent (Statement signed on November 27, 2020)	(Pernyataan telah ditandatangani pada 18 Februari 2020 dan diperbaharui Kembali pada tanggal 27 November 2020) (The statement was signed on February 18, 2020 and updated on November 27, 2020)

## Kepemilikan Saham Anggota Dewan Komisaris beserta keluarga

Kepemilikan saham anggota Dewan Komisaris beserta keluarga dapat dilihat pada tabel berikut ini:

Nama Name	Kepemilikan Saham oleh Pribadi Ownership of Shares by Individuals		Kepemilikan Saham oleh Keluarga Ownership of Shares by Family	
	Di Perusahaan At the Company	Di Perusahaan Lain At Other Company	Di Perusahaan At the Company	Di Perusahaan Lain At Other Company
Fachry Ali	Tidak ada None	Tidak ada None	Tidak ada None	Tidak ada None
Eris Herryanto	Tidak ada None	Tidak ada None	Tidak ada None	Tidak ada None
Abdulhamid Dipopramono	Tidak ada None	Tidak ada None	Tidak ada None	Tidak ada None
Heri Purnomo	Tidak ada None	Tidak ada None	Tidak ada None	Tidak ada None
Neil Iskandar Daulay	Tidak ada None	Tidak ada None	Tidak ada None	Tidak ada None
Syamsu Alam	Tidak ada None	Tidak ada None	Tidak ada None	Tidak ada None

## Rangkap Jabatan Dewan Komisaris

Semua anggota Dewan Komisaris tidak memiliki rangkap jabatan yang menyalahi ketentuan Peraturan Menteri BUMN No. PER-02/MBU/02/2015 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara.

Seluruh anggota Dewan Komisaris tidak memiliki jabatan rangkap pada entitas anak Perseroan. Jabatan rangkap Dewan Komisaris di luar Perseroan dapat dilihat pada tabel berikut:

RANGKAP JABATAN DEWAN KOMISARIS PER 31 DESEMBER 2020 Concurrent Position of the Board of Commissioners as of December 31, 2020				
Nama Name	Posisi di P IV Position in P IV	Posisi di Institusi Lain Position in Other Institutions	Perusahaan/Badan Usaha Company / Business Entity	Bidang Usaha Field of Business
Fachry Ali	Komisaris utama/ Independen Independent President Commissioner	Tidak ada None	Tidak ada None	-

## Share Ownership of Members of the Board of Commissioners and their families

Share ownership of members of the Board of Commissioners and their families can be seen in the following table:

## Dual Position of Board of Commissioners

All members of the Board of Commissioners do not have concurrent positions which violate the provisions of SOE Ministerial Regulation Number PER-02 / MBU / 02/2015 concerning Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Commissioners and the Supervisory Board of State-Owned Enterprises.

All members of the Board of Commissioners do not have concurrent positions in the Company's subsidiaries. The concurrent positions of the Board of Commissioners outside the Company can be seen in the following table:

RANGKAP JABATAN DEWAN KOMISARIS PER 31 DESEMBER 2020 Concurrent Position of the Board of Commissioners as of December 31, 2020				
Nama Name	Posisi di P IV Position in P IV	Posisi di Institusi Lain Position in Other Institutions	Perusahaan/Badan Usaha Company / Business Entity	Bidang Usaha Field of Business
Eris Herryanto	Komisaris Independen Independent Commissioner	Tidak ada None	Tidak ada None	-
Abdulhamid Dipopramono	Komisaris Commissioner	Tidak ada None	Tidak ada None	-
Heri Purnomo	Komisaris Commissioner	Asdep Usaha Konstruksi dan Sarana dan Prasarana Perhubungan III Assistant Deputy for Construction and Transportation Facilities and Infrastructure Business III	Tidak ada None	-
Neil Iskandar Daulay	Komisaris Independen Independent Commissioner	Staf Khusus Menteri Perindustrian RI. Special Staff of the Minister of Industry of the Republic of Indonesia.	Tidak ada None	-
Syamsu Alam	Komisaris Independen Independent Commissioner	Guru Besar Bidang Ekonomi Kehutanan di Universitas Hasanuddin. Professor of Forestry Economics at Hasanuddin University.	Tidak ada None	Universitas Hasanuddin Hasanuddin University

## Komisaris Independen

Pengangkatan dan pemberhentian anggota Direksi Badan Usaha Milik Negara dilakukan berdasarkan prinsip-prinsip profesionalisme dan tata kelola perusahaan yang baik ().

Dalam rangka memberdayakan fungsi pengawasan Dewan Komisaris, keberadaan Komisaris Independen adalah sangat diperlukan. Secara langsung keberadaan Komisaris Independen menjadi penting, karena didalam praktek sering ditemukan transaksi yang mengandung benturan kepentingan yang mengabaikan kepentingan stakeholder, terutama pada perusahaan di Indonesia yang menggunakan dana masyarakat didalam pembiayaan usahanya.

Komisaris Independen adalah anggota Dewan Komisaris/ Dewan Pengawas yang tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan anggota Dewan Komisaris/ Dewan Pengawas lainnya, anggota Direksi dan/atau

## Independent Commissioner

The appointment and dismissal of members of the Board of Directors of State-Owned Enterprises is carried out based on the principles of professionalism and good corporate governance.

In order to empower the supervisory function of the Board of Commissioners, the existence of an Independent Commissioner is indispensable. The existence of an Independent Commissioner is important to avoid transactions that contain conflict of interest that ignore the interests of stakeholders, especially companies in Indonesia that use public funds in their business financing.

Independent Commissioner is a member of the Board of Commissioners / Supervisory Board who has no financial, management, share ownership and / or family relationship with other members of the Board of Commissioners / Supervisory Board, members of the

pemegang saham pengendali atau hubungan dengan perusahaan, yang dapat mempengaruhi kemampuannya untuk bertindak independen.

Disadari bahwa menurut UUPT semua Komisaris pada hakekatnya harus bersikap independen dan diharapkan mampu melaksanakan tugasnya secara independen, semata-mata untuk kepentingan Perseroan, terlepas dari pengaruh berbagai pihak yang memiliki kepentingan yang dapat berbenturan dengan kepentingan pihak lain. Dengan demikian tanpa harus mempertentangkan, pengertian Komisaris Independen di dalam UUPT sama dengan anggota Dewan Komisaris.

## Kriteria Penentuan Komisaris Independen

Sesuai dengan Peraturan Menteri Negara BUMN Nomor: PER-01/MBU/2011 Tanggal 1 Agustus 2011 Tentang Penerapan Tata Kelola Perusahaan Yang Baik pada BUMN sebagaimana diubah terakhir melalui Peraturan Menteri BUMN Nomor: PER-09/MBU/2012 Tanggal 6 Juli 2012 Tentang Perubahan Atas Peraturan Menteri BUMN Nomor: PER-01/MBU/2011 Tentang Penerapan Tata Kelola Perusahaan Yang Baik Pada BUMN, Komisaris Independen P IV telah memenuhi kriteria yang ditetapkan, yaitu

1. Tidak memiliki hubungan keuangan, kepengurusan, kepemilikan saham dan/atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, anggota Direksi dan/atau Pemegang Saham Pengendali atau hubungan dengan BUMN yang bersangkutan, yang dapat mempengaruhi kemampuannya untuk bertindak independen.
2. Tidak menjabat sebagai Direksi di perusahaan yang terafiliasi dengan Perusahaan
3. Tidak bekerja pada pemerintah termasuk departemen, lembaga dan kemiliteran dalam kurun waktu 3 (tiga) tahun terakhir
4. Tidak bekerja di Perusahaan atau afiliasinya dalam kurun waktu 3 (tiga) tahun terakhir
5. Tidak mempunyai keterkaitan finansial, baik langsung maupun tidak langsung, dengan Perusahaan atau perusahaan yang menyediakan jasa dan produk kepada Perusahaan dan afiliasinya
6. Bebas dari kepentingan dan aktivitas bisnis atau hubungan lain yang dapat menghalangi atau

Board of Directors and / or controlling shareholder or relationship with the company, which may affect their independence. .

Based on the Company Law, all Commissioners must act independently and are expected to be able to carry out their duties independently, solely for the interests of the Company, apart from the influence of various parties whose interests may conflict with the interests of other parties. Thus, the meaning of Independent Commissioner in the Company Law is the same as members of the Board of Commissioners.

## Criteria for Determination of Independent Commissioners

In accordance with SOE Ministerial Regulation Number PER-01 / MBU / 2011 dated August 1, 2011 concerning the Implementation of Good Corporate Governance in BUMN as last amended through SOE Ministerial Regulation Number PER-09 / MBU / 2012 dated July 6, 2012 Regarding the Amendment to SOE Ministerial Regulation Number PER-01 / MBU / 2011 concerning the Implementation of Good Corporate Governance at SOEs, the Independent Commissioner of P IV has met the established criteria, namely

1. Has no financial, management, share ownership and / or family relationship with other members of the Board of Commissioners, members of the Board of Directors and / or Controlling Shareholders or relationship with the BUMN concerned, which may affect their ability to act independently.
2. Not serving as a Director in a company affiliated with the Company
3. Not working for the government, including departments, institutions and the military in the last 3 (three) years
4. Has not worked for the Company or its affiliates in the last 3 (three) years
5. Has no financial relationship, either directly or indirectly, with the Company or companies that provide services and products to the Company and its affiliates.
6. Free from interests and business activities or other relationships that may obstruct or interfere with



mengganggu kemampuan Dewan Komisaris untuk bertindak atau berpikir secara bebas di lingkup Perusahaan.

the ability of the Board of Commissioners to act or think freely within the scope of the Company.

Kemudian, mengacu pada Tata Laksana Kerja Direksi-Dewan Komisaris (Board Manual) Perseroan, Komisaris Independen Perusahaan memiliki kriteria sebagai berikut:

Then, refer to the Board Manual for Board of Directors and Board of Commissioners of the Company, the Company's Independent Commissioners have the following criteria:

1. Berasal dari luar Perusahaan;
2. Tidak memiliki saham langsung maupun tidak langsung pada Perusahaan;
3. Tidak memiliki hubungan afiliasi dengan Perusahaan, Komisaris, Direktur atau Pemegang Saham Utama Perusahaan;
4. Tidak memiliki hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perusahaan.

1. Coming from outside the Company;
2. Do not own shares directly or indirectly in the Company;
3. Has no affiliation with the Company, Commissioners, Directors or Major Shareholders of the Company;
4. Does not have a business relationship, either directly or indirectly, related to the Company's business activities.

## Komposisi Dewan Komisaris Independen

Anggota Dewan Komisaris telah memenuhi jumlah, komposisi, kriteria dan independensi sesuai dengan Peraturan Menteri Negara BUMN Nomor: PER-01/MBU/2011 Tanggal 1 Agustus 2011 Tentang Penerapan Tata Kelola Perusahaan Yang Baik pada BUMN sebagaimana diubah terakhir melalui Peraturan Menteri BUMN Nomor: PER-09/MBU/2012 Tanggal 6 Juli 2012 Tentang Perubahan Atas Peraturan Menteri BUMN Nomor: PER-01/MBU/2011 Tentang Penerapan Tata Kelola Perusahaan Yang Baik Pada BUMN yaitu paling sedikit 20% (dua puluh persen) dari anggota Dewan Komisaris harus merupakan Komisaris Independen. Kemudian berdasarkan Peraturan Otoritas Jasa Keuangan tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik No. 33/POJK.04/2014 tanggal 8 Desember, dengan setiap Perusahaan Publik harus memiliki Komisaris Independen sekurang-kurangnya 30% (tiga puluh persen) dari jumlah seluruh anggota.

## Composition of the Independent Commissioner

Members of the Board of Commissioners have met the number, composition, criteria and independence in accordance with the Minister of SOE Regulation No PER-01 / MBU / 2011 dated 1 August 2011 concerning the Implementation of Good Corporate Governance in SOEs as last amended through the Minister of SOE Regulation No PER-09 / MBU / 2012 dated 6 July 2012 concerning Amendments to the Minister of SOE Regulation No PER-01 / MBU / 2011 concerning the Implementation of Good Corporate Governance in BUMN, namely at least 20% (twenty percent) of the members of the Board of Commissioners must be Independent Commissioners. Then based on the Regulation of the Financial Services Authority on the Board of Directors and Board of Commissioners of Issuers or Public Companies No. 33 / POJK.04 / 2014 dated 8 December, with each Public Company must have an Independent Commissioner of at least 30% (thirty percent) of the total members.

Jumlah anggota Dewan Komisaris Perseroan saat ini adalah 6 (enam) orang, 4 (empat) orang yang dinyatakan sebagai Komisaris Independen yaitu Fachry Ali, Eris Herryanto, Neil Iskandar Daulay dan Syamsu Alam. Dengan demikian, komposisi tersebut sesuai dengan peraturan yang ditetapkan oleh Kementerian BUMN dan OJK mengenai Komisaris Independen.

The number of members of the Company's Board of Commissioners is currently 6 (six) people, 4 (four) of whom are declared as Independent Commissioners, namely Fachry Ali, Eris Herryanto, Neil Iskandar Daulay and Syamsu Alam. Thus, the composition is in accordance with the regulations stipulated by the Ministry of SOEs and OJK regarding Independent Commissioners.

## Penilaian Kelayakan dan Kepatan Dewan Komisaris

Seluruh calon Dewan Komisaris periode 2020 telah lulus dalam dan memperoleh persetujuan dari pemegang saham diangkat menjadi Dewan Komisaris Perseroan.

## Fit and Proper Assessment of the Board of Commissioners

All candidates for the Board of Commissioners for the period 2020 have passed the fit and proper test and obtained approval from the shareholders to be appointed as the Company's Board of Commissioners.

Nama Name	Domisili Domicile	Hasil Fit and Proper Test Test Fit & Proper Test Results	Penyelenggara Fit and Proper Test Proper Test Fit & Proper Test Organizer
Fachry Ali	Jakarta	Lulus Qualified	Kementerian BUMN Ministry of SOEs
Eris Herryanto	Jakarta	Lulus Qualified	Kementerian BUMN Ministry of SOEs
Abdulhamid Dipopramono	Jakarta	Lulus Qualified	Kementerian BUMN Ministry of SOEs
Heri Purnomo	Jakarta	Lulus Qualified	Kementerian BUMN Ministry of SOEs
Neil Iskandar Daulay	Jakarta	Lulus Qualified	Kementerian BUMN Ministry of SOEs
Syamsu Alam	Makassar	Lulus Qualified	Kementerian BUMN Ministry of SOEs

## Etika Bisnis Dewan Komisaris

Dewan Komisaris dan setiap anggotanya harus menjadi panutan bagi seluruh anggota organisasi dalam memelihara standar etika mendasar berikut ini, termasuk menghindari konflik kepentingan, sebagaimana tercantum dalam Piagam Dewan Komisaris.

- Informasi Orang Dalam**  
Anggota Dewan Komisaris dilarang menyalahgunakan informasi material yang berkaitan dengan bisnis perusahaan untuk kepentingan pribadi, keluarganya ataupun pihak ketiga lainnya.
- Kerahasiaan**  
Anggota Dewan Komisaris harus menjaga kerahasiaan dari informasi rahasia Perusahaan khususnya informasi internal yang dapat mempengaruhi bisnis.
- Anti-Korupsi**  
Anggota Dewan Komisaris harus menjauhkan diri dan dilarang menerima gratifikasi atau mengambil manfaat pribadi dari hubungan bisnis Perseroan dengan pihak ketiga.

## Business Ethics of the Board of Commissioners

The Board of Commissioners and each of its members must become role models for all members of the organization in maintaining the following basic ethical standards, including avoiding conflicts of interest, as stated in the Board of Commissioners Charter.

- Insider Information**  
Members of the Board of Commissioners are prohibited from misusing material information relating to the company's business for personal, family or other third party interests.
- Confidentiality**  
Members of the Board of Commissioners must safeguard the Company's confidential information, especially internal information that may affect business.
- Anti Corruption**  
Members of the Board of Commissioners must distance themselves and are prohibited from accepting gratuities or taking personal benefits from the Company's business relations with third parties.

4. **Konflik Kepentingan**  
Komisaris yang mempunyai potensi konflik kepentingan tentang suatu topik diminta meninggalkan rapat ketika topik tersebut sedang dalam pembahasan. Pedoman Kebijakan GCG melarang Komisaris Independen untuk menjadi Komisaris/Direktur di perusahaan lain yang terafiliasi dengan Perseroan.

## Hubungan Kerja Antara Dewan Komisaris Dan Direksi

Hubungan kerja yang baik antara Dewan Komisaris dengan Direksi merupakan salah satu hal yang sangat penting agar masing-masing organ Perusahaan dapat bekerja sesuai fungsinya dengan efektif dan efisien. Untuk itu Perseroan, dalam menjaga hubungan kerja yang baik antara Dewan Komisaris dengan Direksi menerapkan prinsip-prinsip sebagai berikut:

1. Dewan Komisaris menghormati fungsi dan peranan Direksi dalam mengurus Perseroan sebagaimana telah diatur dalam peraturan perundang-undangan maupun Anggaran Dasar Perusahaan.
2. Direksi menghormati fungsi dan peranan Dewan Komisaris untuk melakukan pengawasan dan pemberian nasihat terhadap kebijakan pengurusan Perseroan.
3. Dalam hal surat menyurat antara Direksi dan Dewan Komisaris harus menjelaskan maksud dan tujuan atas surat tersebut.
4. Setiap hubungan kerja antara Dewan Komisaris dengan Direksi merupakan hubungan yang bersifat formal, dalam arti harus senantiasa dilandasi oleh suatu mekanisme baku atau korespondensi yang dapat dipertanggungjawabkan.
5. Setiap hubungan kerja yang bersifat informal dapat dilakukan oleh masing-masing Anggota Dewan Komisaris dan Anggota Direksi, namun tidak dapat dipakai sebagai kebijakan formal sebelum melalui mekanisme atau korespondensi yang dapat dipertanggungjawabkan.
6. Setiap hubungan kerja antara Dewan Komisaris dengan Direksi merupakan hubungan kelembagaan dalam arti bahwa Dewan Komisaris dan Direksi sebagai jabatan kolektif yang merepresentasikan keseluruhan anggotanya sehingga setiap hubungan

4. **Conflict of Interest**

Commissioners who have a potential conflict of interest about a topic are asked to leave the meeting while the topic is being discussed. The GCG Policy Guidelines prohibit Independent Commissioners from becoming Commissioners / Directors in other companies affiliated with the Company.

## Work Relationship Between the Board of Commissioners and the Board of Directors

A good working relationship between the Board of Commissioners and the Board of Directors is absolutely necessary so that each of the Company's organs can work according to its function effectively and efficiently. Therefore, in an effort to maintain a good working relationship between the Board of Commissioners and the Board of Directors, the Company applies the following principles:

1. The Board of Commissioners respects the function and role of the Board of Directors in managing the Company as stipulated in the laws and regulations and the Articles of Association of the Company.
2. The Board of Directors respects the function and role of the Board of Commissioners to supervise and provide advice on the management policies of the Company.
3. In the case of correspondence between the Board of Directors and the Board of Commissioners, the purpose of the letter must be clear.
4. Every working relationship between the Board of Commissioners and the Board of Directors is a formal relationship, meaning that it must always be based on a standard mechanism or accountable correspondence.
5. An informal work relationship can be carried out by each Member of the Board of Commissioners and the Board of Directors, but cannot be used as a formal policy before going through an accountable mechanism or correspondence.
6. Every work relationship between the Board of Commissioners and the Board of Directors is an institutional relationship in the sense that the Board of Commissioners and the Board of Directors are collective positions that represent all of their

kerja antara Anggota Dewan Komisaris dengan Anggota Direksi harus diketahui oleh Anggota Dewan Komisaris dan Anggota Direksi lainnya.

## Program Pengenalan untuk Dewan Komisaris yang Baru Ditunjuk/ Menjabat

Program Pengenalan diberikan kepada Anggota Dewan Komisaris baru sebagaimana diatur dalam Board Manual, dengan latar belakang Anggota Dewan Komisaris yang berasal dari berbagai pihak, Program pengenalan merupakan program yang sangat penting untuk dilaksanakan. Program pengenalan yang diberikan berupa presentasi, pertemuan, kunjungan ke fasilitas Perseroan. Program pengenalan dapat juga berupa program lain yang disesuaikan dengan kebutuhan yang dimasukkan ke dalam Rencana Kerja dan Anggaran Dewan Komisaris.

Pada tahun 2020, terjadi pengangkatan Anggota Dewan Komisaris yang baru. Kepada anggota Dewan Komisaris yang baru, Direksi mengadakan program pengenalan saat awal pengangkatan.

Perseroan telah memiliki kebijakan dan mekanisme bagi anggota Dewan Komisaris yang baru ditunjuk/ menjabat diberikan informasi terkait Perusahaan secara komprehensif dan representatif. Informasi yang diberikan ini merupakan bentuk pengenalan dari Perusahaan kepada anggota Dewan Komisaris terpilih.

Program pengenalan untuk Dewan Komisaris yang baru dilaksanakan pada tanggal 28 Maret 2020 Program ini diberikan kepada 3 anggota Dewan Komisaris yang baru menjabat, yaitu Fachry Ali, Eris Herryanto dan Abdulhamid Dipopramono. Materi yang disampaikan dalam program pengenalan mencakup:

1. Pelaksanaan prinsip-prinsip GCG oleh Perseroan;
2. Gambaran mengenai Perseroan berkaitan dengan tujuan, sifat dan lingkup kegiatan, kinerja keuangan dan operasi, strategi, rencana usaha jangka pendek dan jangka panjang, posisi kompetitif, risiko dan berbagai masalah strategis lainnya sesuai dengan RJPP Perseroan;

members, so that any working relationship between the members of the board of commissioners and members of the board of directors must be known by the other members of the board of commissioners and the board of directors.

## Orientation Program for the Newly Appointed / Serving Board of Commissioners

The Orientation Program is run for new members of the Board of Commissioners as stipulated in the Board Manual. With the diverse backgrounds of the members of the Board of Commissioners, the Orientation Program plays an important role. The orientation program given is in the form of presentations, meetings, visits to the Company's facilities. Orientation Programs can also take the form of other programs tailored to the needs that are included in the Work Plan and Budget of the Board of Commissioners.

In 2020, a new member of the Board of Commissioners was appointed. For new members of the Board of Commissioners, the Board of Directors conducts an Orientation Program at the initial appointment.

The Company has policies and mechanisms for conveying information related to the Company in a comprehensive and representative manner to the newly appointed / serving members of the Board of Commissioners. The information provided is a form of introduction from the Company to the elected members of the Board of Commissioners.

The Orientation Program for the new Board of Commissioners was held on March 28, 2020. This program was given to 3 new members of the Board of Commissioners, namely Fachry Ali, Eris Herryanto and Abdulhamid Dipopramono. The material presented in the Orientation Program includes:

1. Implementation of GCG principles by the Company;
2. Description of the Company in relation to the objectives, nature and scope of activities, financial and operational performance, strategy, short and long term business plans, competitive position, risks and various other strategic issues in accordance with the Company's RJPP;



3. Keterangan berkaitan dengan kewenangan yang didelegasikan, audit internal dan eksternal, sistem dan kebijakan pengendalian internal, termasuk Komite Audit.

### Pedoman Kerja Dewan Komisaris

Dewan Komisaris Perseroan telah memiliki mekanisme kerja internal yang terwujud dalam Piagam Kerja Dewan Komisaris yang ditetapkan oleh Komisaris Utama Perusahaan tanggal 21 Agustus 2015. Pedoman ini merupakan panduan bagi Dewan Komisaris dalam menjalankan fungsi dan peran jabatannya sebagai pengembal amanah perusahaan sesuai ketentuan peraturan perundang-undangan yang berlaku. Dalam melaksanakan fungsi dan peran pengawasan dan penasihat, Dewan Komisaris perseroan telah dilengkapi Pedoman Kerja.

Board manual disusun berdasarkan prinsip-prinsip hukum korporasi, ketentuan anggaran Dasar, peraturan dan ketentuan perundang-undangan yang berlaku, arahan Pemegang Saham serta praktik-praktik terbaik ( ) Good Corporate Governance. Board manual terkait Dewan Komisaris terdapat dalam Bab I tentang Dewan Komisaris yang mengatur sebagai berikut :

1. Fungsi Dewan Komisaris;
2. Persyaratan dan Komposisi Dewan Komisaris:
  - a. Persyaratan Formal;
  - b. Persyaratan materil;
  - c. Persyaratan lain;
  - d. Keanggotaan Dewan Komisaris;
  - e. masa Jabatan;
3. Program Pengenalan dan Pendalaman Pengetahuan;
4. Etika Jabatan;
5. Tugas dan Kewajiban Dewan Komisaris;
6. Wewenang Dewan Komisaris;
7. Hak Dewan Komisaris;
8. Rapat Dewan Komisaris;
9. Hubungan Kerja antara Dewan Komisaris dan Direksi;
10. Evaluasi Kinerja Dewan Komisaris;
11. Organ Pendukung Dewan Komisaris;

3. Information relating to delegated authority, internal and external audits, internal control systems and policies, including the Audit Committee.

### Board of Commissioners Work Guidelines

The Board of Commissioners of the Company has an internal work mechanism which is embodied in the Charter of the Board of Commissioners which was stipulated by the President Commissioner of the Company on August 21, 2015. This guideline is used by the Board of Commissioners in carrying out its functions and roles as a mandate of the company in accordance with the provisions of the prevailing laws and regulations. In carrying out its supervisory and advisory functions and roles, the company's Board of Commissioners has been equipped with Work Guidelines.

The board manual is prepared based on the principles of corporate law, the provisions of the articles of association, the prevailing laws and regulations, the directions of the Shareholders and the best practices of Good Corporate Governance. The board manual regarding the Board of Commissioners is contained in Chapter I concerning the Board of Commissioners which regulates the following:

1. Functions of the Board of Commissioners;
2. Requirements and Composition of the Board of Commissioners:
  - a. Formal Requirements;
  - b. Material requirements;
  - c. Other requirements;
  - d. Membership of the Board of Commissioners;
  - e. Term of office;
3. Introduction and Knowledge Improvement Program;
4. Ethics of Position;
5. Duties and Obligations of the Board of Commissioners;
6. The authority of the Board of Commissioners;
7. The rights of the Board of Commissioners;
8. Meetings of the Board of Commissioners;
9. Working Relationship between the Board of Commissioners and the Board of Directors;
10. Performance Evaluation of the Board of Commissioners;
11. Supporting Organs of the Board of Commissioners;

## Tugas, Tanggung Jawab, dan Wewenang Dewan Komisaris

Dewan Komisaris bertanggung jawab kepada Pemegang Saham Perusahaan melalui RUPS. Pertanggungjawaban Dewan Komisaris kepada RUPS dilakukan paling sedikit 1 tahun sekali. Pertanggungjawaban tersebut merupakan wujud akuntabilitas terkait tugas pengawasan terhadap pengelolaan Perusahaan, dan oleh karena itu, sekaligus sebagai wujud pelaksanaan prinsip GCG.

Dewan Komisaris memiliki wewenang untuk menjalankan tugas serta tanggung jawab pengawasan pengelolaan Perusahaan serta prinsip-prinsip GCG. Meski demikian, Dewan Komisaris tidak terlibat dalam pengambilan keputusan terkait kegiatan operasional Perusahaan, kecuali dalam situasi khusus sesuai ketentuan dalam Anggaran Dasar Perusahaan dan peraturan/perundang-undangan yang berlaku. Pengambilan keputusan dalam situasi khusus tersebut merupakan bagian dari tugas pengawasan Dewan Komisaris, dan oleh karena itu, tidak menghapus wewenang dan tanggung jawab Direksi atas pelaksanaan pengelolaan Perusahaan.

### Tugas Pokok Dewan Komisaris

1. Membuat pembagian tugas yang diatur oleh Dewan Komisaris sendiri dengan keputusan Dewan Komisaris;
2. Meneliti dan menelaah laporan Tahunan yang disusun Direksi, serta menandatangani laporan tersebut.
3. Memberikan pendapat dan saran kepada Direksi dan segenap jajarannya berkaitan dengan penyusunan visi, misi, dan rencana strategis perusahaan baik jangka pendek maupun jangka panjang.
4. Memberikan pendapat dan saran kepada RUPS terkait rencana pengembangan Perseroan, Rencana Kerja dan anggaran Tahunan Perusahaan serta perubahan dan tambahannya, laporan berkala, dan laporan- laporan lainnya dari Direksi.
5. Mengikuti perkembangan kegiatan Perseroan. Dalam hal Perseroan menunjukkan gejala kemunduran, Dewan Komisaris segera melaporkan kepada RuPS dengan disertai saran mengenai langkah-langkah perbaikan yang harus ditempuh.
6. Memberikan pendapat dan saran kepada RuPS terkait setiap persoalan yang dianggap penting bagi pengurusan Perseroan.

## Duties, Responsibilities and Authorities of the Board of Commissioners

The Board of Commissioners is responsible to the Shareholders of the Company through the GMS. The Board of Commissioners' accountability to the GMS is carried out at least once a year as a form of accountability related to the supervisory duties of the management of the Company, and therefore, at the same time as a form of implementation of GCG principles.

The Board of Commissioners has the authority to carry out the duties and responsibilities to supervise the management of the Company and the principles of GCG. However, the Board of Commissioners is not involved in making decisions related to the Company's operational activities, except in special situations in accordance with the provisions in the Company's Articles of Association and applicable laws / regulations. Making decisions in these special situations is part of the supervisory duties of the Board of Commissioners, and therefore, does not remove the authority and responsibility of the Board of Directors in implementing the management of the Company.

### Board of Commissioners Primary Duties

1. Design segregation of duty as regulated by the Board of Commissioners under the Board of Commissioners' decision;
2. Review and Examine the Annual Report prepared by the Board of Directors, and sign the report.
3. Provide recommendation and suggestion to the Board of Directors and its Management related to formulation of vision, mission, as well as short-term and long-term strategic plans.
4. Provide opinion and recommendation to the GMS related to the Company's development plan, A4. Provide opinion and recommendation to the GMS related to the Company's development plan, Annual Budget Plan altogether with the amendment and addendum, periodic report and other reports by the Board of Directors.
5. Follow the Company's activity progress. In this case, if the Company indicates downward trend, the Board of Commissioners shall report to the GMS immediately attached with suggestions for necessary improvement actions.
6. To provide recommendation and suggestion to the GMS related to every issue considered necessary for the Company's management.

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| <ol style="list-style-type: none"> <li>7. Mengusulkan penunjukan Kantor akuntan Publik kepada RUPS.</li> <li>8. Menghadiri rapat-rapat kerja/koordinasi dengan Direksi dan jajarannya.</li> <li>9. Menyusun Rencana Kerja Dewan Komisaris untuk periode tahun berjalan.</li> <li>10. Melakukan self assessment atas kinerja Dewan Komisaris secara periodik.</li> <li>11. Melakukan penilaian secara berkala dan memberikan rekomendasi tentang risiko serta penerapan manajemen risiko di Perseroan.</li> <li>12. Dengan dibantu oleh Komite audit, Dewan Komisaris wajib untuk memastikan efektivitas Sistem Pengawasan Internal dan efektivitas pelaksanaan tugas auditor eksternal dan internal, menilai pelaksanaan kegiatan serta hasil audit yang dilaksanakan oleh Satuan Pengawasan Intern atau auditor eksternal, memberikan rekomendasi untuk penyempurnaan sistem pengendalian manajemen serta pelaksanaannya, memastikan terdapat prosedur evaluasi yang memuaskan terhadap segala informasi yang dikeluarkan Perseroan, dan melakukan identifikasi hal-hal yang memerlukan perhatian Dewan Komisaris serta tugas-tugas Dewan Komisaris lainnya.</li> <li>13. Mengusulkan sitem remunerasi Dewan Komisaris dan Direksi serta sistem evaluasi kinerja Dewan Komisaris dan Direksi.</li> <li>14. Memberikan arahan tentang hal-hal penting mengenai perubahan lingkungan bisnis yang diperkirakan akan berdampak besar pada usaha dan kinerja Perseroan secara tepat waktu dan relevan.</li> <li>15. Memberikan arahan tentang kebijakan pengadaan dan pelaksanaannya.</li> <li>16. Memberikan arahan tentang kebijakan mutu dan pelayanan serta pelaksanaannya.</li> <li>17. Melaksanakan pengawasan terhadap kebijakan pengelolaan anak Perusahaan/Perusahaan Patungan dan pelaksanaannya.</li> <li>18. Mengusulkan calon anggota Direksi kepada Pemegang Saham sesuai dengan kebijakan dan kriteria seleksi yang ditetapkan.</li> <li>19. Melalui Sekretaris Dewan Komisaris, menyediakan data/informasi yang diperlukan oleh Dewan Komisaris dan komite-komite di lingkungan Dewan Komisaris.</li> </ol> | <ol style="list-style-type: none"> <li>7. Propose Public Accountant Firm appointment to the GMS.</li> <li>8. Attend working/coordination meetings with the Board of Directors and its Management.</li> <li>9. Prepare Board of Commissioners Work Plan for current year period.</li> <li>10. Conduct self-assessment on the Board of Commissioners' performance periodically.</li> <li>11. Perform periodic evaluation and recommendation on risks and risk management implementation in the Company.</li> <li>12. Supported by Audit Committee, the Board of Commissioners shall ensure effectiveness of Internal Control System as well as internal and external auditors' duty implementation, evaluate the activity as well as audit report as done by Internal Audit Unit or External Auditor, provide recommendation to improve management controlling system and its implementation, to ensure sufficient evaluation procedure over every information published by the Company, and to identify other issues requiring the Board of Commissioners' concern and other Board of Commissioners' duties.</li> <li>13. Provide recommendation on Board of Commissioners and Board of Directors remuneration system, as well as Board of Commissioners and Board of Directors' evaluation system.</li> <li>14. Provide on time and relevant recommendations on important issues about changing business conditions that are projected will generate a major impact against the Company's business and performance.</li> <li>15. Provide recommendation on procurement policy and its implementation.</li> <li>16. Provide recommendation on quality and service policy and its implementation.</li> <li>17. Perform monitoring over the Subsidiary/ Joint Ventures Management Policy and its implementation.</li> <li>18. Provide recommendation on Board of Directors candidates to the Shareholders according to the stipulated selection policy and criteria.</li> <li>19. Through the Board of Commissioners Secretary, to provide data/information required by the Board of Commissioners and Committees under the Board of Commissioners.</li> </ol> |
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## Tanggung Jawab Dewan Komisaris

1. Melakukan pengawasan dan penasihatian kepada Direksi atas pengurusan perusahaan dan ketaatan terhadap ketentuan yang berlaku.
2. Mengawasi pelaksanaan Rencana Kerja dan anggaran Perusahaan serta menyampaikan hasil penilaian dan pendapatnya kepada RuPS.
3. Meneliti dan menelaah laporan-laporan dari komite-komite yang ada di bawah Dewan Komisaris.
4. Melakukan usaha-usaha untuk memastikan bahwa Direksi dan jajarannya telah mematuhi ketentuan perundang-undangan serta peraturan-peraturan lainnya dalam mengelola Perseroan.
5. Memantau dan memastikan bahwa Good Corporate Governance telah diterapkan secara efektif dan berkelanjutan.
6. Melakukan pengawasan agar Perseroan mengungkapkan informasi penting dalam laporan Tahunan dan laporan Keuangan kepada pihak lain, sesuai peraturan perundang-undangan yang berlaku secara tepat waktu, akurat, jelas, dan obyektif.
7. Menjaga kerahasiaan informasi Perseroan.
8. Dalam batas kewenangannya, merespon saran, harapan, permasalahan dan keluhan stakeholder yang disampaikan langsung kepada Dewan Komisaris.
9. Memberikan arahan tentang penguatan sistem pengendalian intern perusahaan.
10. Memberikan arahan tentang sistem teknologi informasi yang digunakan Perseroan.
11. Memberikan arahan tentang kebijakan dan pelaksanaan pengembangan karir.
12. Memberikan arahan tentang kebijakan akuntansi dan penyusunan laporan keuangan sesuai dengan standar akuntansi yang berlaku umum di Indonesia (SaK).
13. Memberikan persetujuan atas transaksi atau tindakan dalam lingkup kewenangan Dewan Komisaris atau RuPS.
14. Memastikan audit internal dan eksternal berlangsung secara efektif serta melaksanakan telaah atas pengaduan yang berkaitan dengan Perseroan yang diterima oleh Dewan Komisaris.
15. Memberikan saran dan pendapat dalam pemilihan calon anggota Direksi dan Dewan Komisaris anak Perusahaan/Perusahaan Patungan.

## Board of Commissioners Responsibility

1. To provide supervision and advice to the Board of Directors on the Company's management and compliance with prevailing Law.
2. To oversee implementation of the Budget Plan and present the evaluation result and recommendation to the GMS.
3. To examine and review reports submitted by the Committees under the Board of Commissioners.
4. To perform initiatives ensuring the Board of Directors and the Management have complied with prevailing Law and other regulations in managing the Company.
5. To oversee and ensure that the Good Corporate Governance has been implemented on an effective and ongoing basis.
6. To oversee that the Company has disclosed important information in the Annual Report and Financial Statements to other parties, according to prevailing Law on time, accurately, clearly and objectively.
7. Protect confidentiality of the Company's information.
8. Under its authority limit, to respond to the Stakeholders' suggestion, expectation, issue and complaint that is directly addressed to the Board of Commissioners.
9. To provide recommendations to strengthen the internal control system.
10. To provide recommendations on information technology systems in the Company.
11. To provide recommendations on career development policy and implementation.
12. To provide recommendations on accounting and financial statements preparation policy according to accounting standards that is generally applied in Indonesia (SAK).
13. To provide approval on transactions or action under scope of Board of Commissioners or GMS authority.
14. To ensure the internal and external audits have been effective and to review any complaint related with the Company as accepted by the Board of Commissioners.
15. To provide suggestion and opinion on Board of Directors and Board of Commissioners members candidate in the Subsidiary/Joint Venture



## Pendelegasian Tugas dan Wewenang Anggota Dewan Komisaris

Sesuai ketentuan dalam Piagam Kerja Dewan Komisaris, Dewan Komisaris bertugas baik secara kolektif dan kolegial dalam fungsi pengawasan dan pemberian nasihat kepada Direksi terkait pengelolaan Perusahaan. Masing-masing anggota Dewan Komisaris ditunjuk untuk melakukan pengawasan secara individual untuk bidang-bidang yang berbeda, dan oleh karena itu, terdapat pembagian tugas yang jelas bagi masing-masing anggota Dewan Komisaris.

Pembagian tugas tersebut bertujuan agar tiap anggota Dewan Komisaris dapat berfokus pada pengawasan terkait bidang tertentu. Hasil pengawasan dari tiap bidang tersebut kemudian disampaikan pada rapat Dewan Komisaris atau rapat-rapat lain dengan Dewan Komisaris sebagai peserta.

Pembagian tugas masing-masing anggota Dewan Komisaris adalah sebagai berikut:

## Delegation of Duties and Authorities of Members of the Board of Commissioners

In accordance with the provisions of the Charter of the Board of Commissioners, the Board of Commissioners functions both collectively and collegially in the supervisory function and provides advice to the Board of Directors regarding the management of the Company. Each member of the Board of Commissioners is appointed to exercise individual oversight for different fields, and therefore, there is a clear division of duties between each member of the Board of Commissioners.

The division of duties is necessary so that each member of the Board of Commissioners can focus on supervising certain areas. The results of supervision from each of these fields are then conveyed at the Board of Commissioners meeting or other meetings with the Board of Commissioners as participants.

The division of duties of each member of the Board of Commissioners is as follows:

JABATAN Position	FOKUS PENGAWASAN	SUPERVISION FOCUS
Fachry Ali	Koordinator serta Pengawasan Perencanaan Strategis Perusahaan, Penerapan Good Corporate Governance (GCG), Key Performance Indicator (KPI), Perencanaan Strategis serta Logistik	Coordinator and Supervision of Company Strategic Planning, Implementation of Good Corporate Governance (GCG), Key Performance Indicators (KPI), Strategic Planning and Logistics
Eris Herryanto	Bidang Perencanaan dan Pengembangan Organisasi dan Kesra, Karir dan Pengembangan Sumber Daya Manusia, Umum, Biro Hukum, PMO Diklat.	Planning and Organizational Development and Welfare, Career and Human Resources Development, General Affairs, Legal Bureau, PMO Education and Training.
Abdulhamid Dipopramono	Bidang Pelayanan Kapal, Pelayanan Terminal, Tarif dan Komersial, Aneka Usaha dan Properti, serta merangkap menjadi Ketua Komite Risiko.	Field of Ship Services, Terminal Services, Tariff and Commercial, Miscellaneous Business and Property, and concurrently serves as Chairman of the Risk Committee.
Heri Purnomo	Bidang pengembangan dan Perencanaan Bisnis, Manajemen Risiko, Pembinaan Anak/Cucu Perusahaan serta SBU Marine Service dan SBU Non Kepelabuhanan.	Business development and planning, Risk Management, Development of Company Children / Grandchildren as well as Marine Service SBU and Non Port SBU.
Neil Iskandar Daulay	Bidang Perencanaan dan Pengembangan Teknik, Fasilitas Pelabuhan, Peralatan Pelabuhan, Fasilitas Penunjang dan Lingkungan Pelabuhan, serta merangkap menjadi Ketua Komite Nominasi dan Remunerasi.	Engineering Planning and Development, Port Facilities, Port Equipments, Support Facilities and Port Environment, and concurrently as Chair of the Nomination and Remuneration Committee.
Syamsu Alam	Bidang Akutansi Manajemen, Akutansi Keuangan, Treasury dan Aset, Fasilitas Penunjang, serta merangkap menjadi Ketua Komite Audit.	Management Accounting, Financial Accounting, Treasury and Asset, Supporting Facilities, and concurrently as Chairman of the Audit Committee.

## Program Peningkatan (Pengembangan) Kompetensi Dewan Komisaris

Peningkatan kompetensi merupakan syarat yang harus dipenuhi Dewan Komisaris untuk menunjang tanggung jawabnya menjalankan fungsi pengawasan di Perusahaan terutama mengawasi kinerja Perusahaan. Perusahaan memfasilitasi upaya Dewan Komisaris ini untuk meningkatkan kompetensinya sesuai dengan keahlian dan pengalamannya masing-masing. Pada Tahun 2020 anggota Dewan Komisaris PT Pelindo IV (Persero) tidak mengikuti program pengembangan kemampuan dikarenakan situasi pandemi Covid-19.

## Rapat Dewan Komisaris

Mengacu pada , Rapat Dewan Komisaris dilaksanakan sekurang-kurangnya 1 kali dalam sebulan. Rapat Dewan Komisaris terdiri dari Rapat Internal Dewan Komisaris dan Rapat Pengawasan Dewan Komisaris yang dihadiri oleh Direksi. Selain itu, terdapat pula Rapat Konsultasi untuk membahas berbagai aspek operasional dan pengelolaan finansial P IV, yang merupakan Rapat Direksi yang dihadiri oleh Dewan Komisaris.

## Kehadiran Dewan Komisaris dalam Rapat Dewan Komisaris

Rekapitulasi kehadiran anggota Dewan Komisaris dalam Rapat Internal Dewan Komisaris adalah sebagai berikut:

NAMA Name	JABATAN Position	JUMLAH RAPAT Total Meetings	HADIR Attendance	KEHADIRAN (%) Attendance (%)
Fachry Ali	Komisaris utama/ Independen Independent President Commissioner	10	10	100
Abdulhamid Dipopramono	Komisaris Commissioner	10	10	100
Eris Herriyanto	Komisaris Independen Independent Commissioner	10	10	100
Heri Purnomo	Komisaris Commissioner	12	12	100
Neil Iskandar Daulay	Komisaris Independen Independent Commissioner	12	12	100
Syamsu Alam	Komisaris Independen Independent Commissioner	12	12	100
Agus Purwoto*	Komisaris Utama President Commissioner	2	2	100

## Competency Development Program for the Board of Commissioners

Competency development is a requirement that must be met by the Board of Commissioners to support its responsibilities in carrying out its supervisory function in the Company, especially in supervising the Company's performance. The company facilitates the competency development of the Board of Commissioners according to their respective expertise and experience. In 2020, members of the Board of Commissioners of PT Pelindo IV (Persero) did not participate in the capacity building program due to the Covid-19 pandemic.

## Board of Commissioners Meeting

Referring to the Board Manual, the Board of Commissioners Meeting is held at least once a month. Meetings of the Board of Commissioners consist of Internal Meetings of the Board of Commissioners and Supervisory Meetings of the Board of Commissioners attended by the Board of Directors. In addition, there is also a Consultation Meeting to discuss various aspects of operational and financial management of P IV, which is a Board of Directors Meeting attended by the Board of Commissioners.

## Attendance of the Board of Commissioners at the Board of Commissioners Meeting

The recapitulation of attendance of members of the Board of Commissioners at the Internal Meeting of the Board of Commissioners is as follows:

NAMA Name	JABATAN Position	JUMLAH RAPAT Total Meetings	HADIR Attendance	KEHADIRAN (%) Attendance (%)
Suratto Siswodihardjo*	Komisaris Commissioner	2	2	100
Wihana Kirana Jaya*	Komisaris Commissioner	2	2	100

\*) Pemberhentian Anggota Dewan Komisaris pada Tahun 2020.

\*) Dismissal of Members of the Board of Commissioners in 2020.

## Kehadiran dalam Rapat Dewan Komisaris dan Direksi (Rapat Gabungan)

Rekapitulasi kehadiran anggota Dewan Komisaris dan Direksi dalam Rapat Dewan Komisaris dan Direksi adalah sebagai berikut:

## Attendance at the Board of Commissioners and Directors Meeting (Joint Meeting)

The recapitulation of attendance of members of the Board of Commissioners and Board of Directors at the Board of Commissioners and Board of Directors Meetings is as follows:

NAMA Name	JABATAN Position	JUMLAH RAPAT Total Meetings	HADIR Attendance	KEHADIRAN (%) Attendance (%)
Fachry Ali	Komisaris utama/ Independen Independent President Commissioner	10	10	100
Abdulhamid Dipopramono	Komisaris Commissioner	10	10	100
Eris Herryanto	Komisaris Independen Independent Commissioner	10	10	100
Heri Purnomo	Komisaris Commissioner	13	13	100
Neil Iskandar Daulay	Komisaris Independen Independent Commissioner	13	13	100
Syamsu Alam	Komisaris Independen Independent Commissioner	13	13	100
Agus Purwoto*	Komisaris Utama President Commissioner	3	3	100
Suratto Siswodihardjo*	Komisaris Commissioner	3	2	67
Wihana Kirana Jaya*	Komisaris Commissioner	3	3	100

\*) Pemberhentian Anggota Dewan Komisaris pada Tahun 2020.

\*) Dismissal of Members of the Board of Commissioners in 2020.

## Agenda Rapat Dewan Komisaris dan Direksi

## Agenda for the Board of Commissioners and Directors Meeting

TANGGAL Date	AGENDA	AGENDA
10 Januari/ January 2020	Pembahasan tindak lanjut Rapat gabungan 20 Desember 2019, Pembahasan Realisasi RKAP s.d Desember 2019, Pembahasan Usulan Bridging Finance, Pembahasan Rencana Penerbitan Obligasi Tahap ke-II, dan Hal lain yang dianggap Penting;	Discussion on the follow-up to the joint meeting on December 20, 2019, Discussion on the Realization of the RKAP until December 2019, Discussion on the Bridging Finance Proposal, Discussion on the Plan for Issuance of Phase II Bonds, and other matters deemed important;
27 Januari/ January 2020	Pemantauan Hasil Rapat Gabungan tanggal 10 Januari 2020, Pembahasan Realisasi Laporan Manajemen Perusahaan Tahun 2019 (Unaudited), Pembahasan Usulan Bridging Loan, dan Hal lain yang dianggap Penting;	Monitoring the Results of the Joint Meeting on January 10, 2020, Discussion on the Realization of the Company Management Report for 2019 (Unaudited), Discussion on the Proposal for Bridging Loans, and other matters deemed important;
25 Februari/ February 2020	Pembahasan Realisasi Keuangan dan Operasional s.d Januari 2020, Pembahasan Laporan Manajemen Perusahaan Audited Tahun 2019, Pembahasan Rencana Obligasi Tahap II, Usulan Pembentukan Biro R&D, Pembahasan Rencana Spin Off Kendari New Port, dan Hal lain yang dianggap Penting;	Discussion on Financial and Operational Realizations up to January 2020, Discussion on the 2019 Audited Company Management Report, Discussion on the Phase II Bond Plan, Proposal for the Establishment of an R&D Bureau, Discussion on the Kendari New Port Spin-Off Plan, and other matters deemed important;
26 Maret/ March 2020	Pemantuan Hasil Rapat Gabungan tanggal 25 Februari 2020, Pengenalan Perusahaan Komisaris Baru, Laporan Realisasi Keuangan s.d Februari Tahun 2020, dan Hal lain yang dianggap Penting;	Monitoring of the Results of the Joint Meeting on February 25, 2020, Introduction of New Company Commissioners, Financial Realization Reports up to February 2020, and other matters deemed important;
28 April/ April 2020	Pemantauan Hasil Rapat Gabungan tanggal 27 Maret 2020, Pengenalan Jajaran Direksi yang Baru, Pembahasan Laporan Manajemen Perusahaan Triwulan I Tahun 2020 dan Evaluasi RKAP terhadap dampak atas Pandemic Covid-19, Pembahasan Realisasi Bridging Loan, Pembahasan Talent & Succession Management Direksi BUMN (Surat Edaran Menteri BUMN Nomor SE-254/MBU/04/2020 tanggal 17 April 2020), Usulan Penetapan Sekretaris Perusahaan, dan Hal lain yang dianggap Penting;	Monitoring the Results of the Joint Meeting on 27 March 2020, Introduction of the New Board of Directors, Discussion of the Company Management Report for the First Quarter of 2020 and Evaluation of the RKAP on the impact of the Covid-19 Pandemic, Discussion on Bridging Loan Realization, Discussion on Talent & Succession Management for the Board of Directors of SOEs (Ministerial Circular SOEs Number SE-254 / MBU / 04/2020 dated April 17, 2020), Proposal for Appointment of a Corporate Secretary, and other matters deemed important;
29 Mei/ May 2020	Pemantauan Hasil Rapat Gabungan tanggal 28 April 2020, Pembahasan Realisasi Keuangan dan Operasional s.d April 2020, Pembahasan Progres Revisi RKAP Tahun 2020, Pembahasan Persiapan RUPS PT Pelindo IV (Persero) Tahun 2020, dan Hal Strategis lainnya;	Monitoring the Results of the Joint Meeting on 28 April 2020, Discussion of Financial and Operational Realizations up to April 2020, Discussion on the Progress for the 2020 RKAP Revision, Discussion on Preparations for the 2020 GMS of PT Pelindo IV (Persero), and other strategic matters;
15 Juni/ June 2020	Pembahasan Persiapan RUPS Laporan Tahunan Tahun Buku 2019, Pemantauan Hasil Rapat Gabungan tanggal 29 Mei 2020, Pembahasan Realisasi Keuangan dan Operasional sampai dengan Mei 2020, dan Hal Strategis lainnya;	Discussion on Preparation for the GMS for the Annual Report for the 2019 Fiscal Year, Monitoring on the Results of Joint Meetings on 29 May 2020, Discussion on Financial and Operational Realizations up to May 2020, and other strategic matters;



TANGGAL Date	AGENDA	AGENDA
27 Juli/ July 2020	Usulan Revisi RKAP Tahun 2020, Realisasi s.d Semester I Tahun 2020, Pending Matter rapat sebelumnya, dan Hal Strategis lainnya;	Proposed Revision of RKAP for 2020, Realization up to Semester I of 2020, Pending Matter from the previous meeting, and other strategic matters;
31 Agustus/ August 2020	Pembahasan Laporan Kinerja s.d Juli 2020, Pembahasan Bahan Presentasi dengan Wakil Menteri terkait Revisi RKAP Tahun 2020, Pembahasan Rencana Restrukturisasi Organisasi, dan Hal Strategis lainnya;	Discussion on Performance Reports up to July 2020, Discussion of Presentation Materials with Deputy Ministers regarding the Revised RKAP for 2020, Discussion on Organizational Restructuring Plans, and other Strategic Matters;
29 September/ September 2020	Pembahasan Realisasi RKAP s.d Agustus 2020; Pembahasan Rencana Pinjaman Jangka Panjang Perusahaan; Pembahasan Usulan RJPP Periode 2020-2024; Tindaklanjut Hasil Rapat sebelumnya; Dan Hal Strategis lainnya.	Discussion on the realization of the RKAP until August 2020; Discussion on the Company's Long-Term Loan Plans; Discussion on the Proposed RJPP for the 2020-2024 Period; Follow up on previous meeting results; And other strategic matters.
29 September/ September 2020	Pembahasan Realisasi RKAP s.d Agustus 2020; Pembahasan Rencana Pinjaman Jangka Panjang Perusahaan; Pembahasan Usulan RJPP Periode 2020-2024; Tindaklanjut Hasil Rapat sebelumnya; Dan Hal Strategis lainnya.	Discussion on the realization of the RKAP until August 2020; Discussion on the Company's Long-Term Loan Plans; Discussion on the Proposed RJPP for the 2020-2024 Period; Follow up on previous meeting results; And other strategic matters.
26 Oktober/ October 2020	Pembahasan Laporan Kinerja s.d Triwulan III Tahun 2020; Usulan RKAP Tahun 2021; Usulan RJPP Periode 2020-2024 (yang telah dikoreksi); Rencana Kantor Perwakilan; Laporan Hasil Penjaringan Mitra Pinjaman Jangka Panjang; Pending Matter Rapat sebelumnya; Dan lain-lain yang dianggap penting.	Discussion on Performance Reports up to Quarter III of 2020; Proposed RKAP for 2021; Proposed RJPP for the 2020-2024 Period (corrected); Representative Office Plans; Report on the Results of Long-Term Loan Partner Networking; Pending Matter from the previous Meeting; And others that are considered important.
30 November/ November 2020	Realisasi Kinerja Perseroan s.d Oktober 2020; Usulan RKAP Tahun 2021 sesuai Aspirasi Pemegang Saham, sesuai Surat Nomor: S-929/MBU/10/2020 tanggal 23 Oktober 2020; Manajemen Pengelolaan SDM PT Pelindo IV (Persero); Penerapan Kebijakan dan Pelaksanaan Sistem I.T PT Pelindo IV (Persero); Pending Matter Rapat sebelumnya; Dan lain-lain yang dianggap penting.	Realization of Company Performance until October 2020; Proposed RKAP for 2021 according to the Aspirations of Shareholders, in accordance with Letter Number: S-929 / MBU / 10/2020 dated 23 October 2020; Human Resources Management of PT Pelindo IV (Persero); Implementation of PT Pelindo IV (Persero) 's IT System Policies and Implementation; Pending Matter from the previous Meeting; And others that are considered important.
28 Desember/ December 2020	Realisasi Kinerja Perseroan s.d November 2020; Finalisasi Usulan RKAP Tahun 2021 setelah Pembahasan KBUMN; Pembahasan KPI BoD dan BoC Tahun 2021; Finalisasi RJPP PT Pelindo IV (Persero) Tahun 2020-2024; Pending Matter Rapat sebelumnya; Dan lain-lain yang dianggap penting.	Realization of Company Performance up to November 2020; Finalization of the Proposed RKAP for 2021 after discussing the KBUMN; Discussion on BoD and BoC KPIs for 2021; Finalization of PT Pelindo IV (Persero) 's RJPP 2020-2024; Pending Matter from the previous Meeting; And others that are considered important.

## Agenda Rapat Internal Dewan Komisaris Tahun 2020:

Sebagai pelaksanaan ketentuan dalam Pasal 64 PP No. 45/2005, Pasal 14 Peraturan No. PER-01/MBU/2011, dan Pasal 16 Anggaran Dasar Perseroan, berdasarkan ketentuan tersebut Dewan Komisaris mengadakan Rapat Internal Dewan Komisaris. Realisasi pelaksanaan acara rapat Internal sebanyak 12 (dua belas) kali, kehadiran Anggota Dewan Komisaris, dan tindak lanjut keputusan rapat, sebagai berikut:

### Rapat Umum Pemegang Saham (RUPS)

Dewan Komisaris telah menghadiri 2 (dua) kali Rapat Umum Pemegang Saham (RUPS), sebagai berikut:

1. Pada tanggal 24 Januari 2020 di Jakarta, RUPS atas Rancangan RKAP Tahun 2020.
2. Pada tanggal 06 Juli 2020 di Jakarta dan Makassar via Video Conference, RUPS atas Laporan Tahunan & PKBL Tahun Buku 2019 (Audited).

### Rapat Dengan Kantor Akuntan Publik (KAP)

Dewan Komisaris telah menghadiri 2 (dua) kali Rapat dengan Kantor Akuntan Publik (KAP), sebagai berikut:

1. Rapat tanggal 21 Februari 2020 di Makassar, untuk membahas progres Audit KAP Laporan Keuangan Tahun Buku 2019.
2. Rapat tanggal 28 Februari 2020 di Makassar, untuk membahas Laporan Final Audit KAP atas Laporan Keuangan PT Pelindo IV (Persero) 2019.

### Rapat dengan BPKP Sulawesi Selatan (Konsultan GCG)

Dewan Komisaris telah menghadiri 2 (dua) kali Rapat dengan BPKP Provinsi Sulawesi Selatan, sebagai berikut:

1. Rapat tanggal 03 Maret 2020 di Makassar untuk membahas progres Assessment GCG Tahun 2019.
2. Rapat tanggal 27 Mei 2020 di Jakarta dan Makassar via Video Conference untuk membahas Exit Meeting Assessment Penerapan GCG Tahun 2019.

## Agenda for the 2020 Internal Meeting of the Board of Commissioners:

As an implementation of the provisions in Article 64 of Government Regulation No. 45/2005, Article 14 Regulation No. PER-01 / MBU / 2011, and Article 16 of the Company's Articles of Association, based on these provisions the Board of Commissioners holds an Internal Meeting of the Board of Commissioners. Actual implementation of 12 (twelve) Internal meetings, attendance of members of the Board of Commissioners, and follow-up on meeting decisions, are as follows:

### General Meeting of Shareholders (GMS)

The Board of Commissioners has attended 2 (two) General Meeting of Shareholders (GMS), as follows:

1. On January 24, 2020 in Jakarta, GMS on the RKAP Draft 2020 .
2. On July 6, 2020 in Jakarta and Makassar via Video Conference, GMS on the Annual Report & PKBL for the 2019 Financial Year (Audited).

### Meeting with Public Accounting Firm (KAP)

The Board of Commissioners has attended 2 (two) meetings with the Public Accounting Firm (KAP), as follows:

1. Meeting on February 21, 2020 in Makassar, to discuss the progress of the KAP Audit for the 2019 Financial Year.
2. Meeting on February 28, 2020 in Makassar, to discuss the KAP Final Audit Report on the 2019 PT Pelindo IV (Persero) Financial Report.

### Meeting with BPKP South Sulawesi (GCG Consultant)

The Board of Commissioners has attended 2 (two) Meetings with BPKP of South Sulawesi Province, as follows:

1. Meeting on 03 March 2020 in Makassar to discuss the progress of the 2019 GCG Assessment.
2. Meeting on 27 May 2020 in Jakarta and Makassar via Video Conference to discuss the Exit Meeting Assessment of GCG Implementation in 2019.

## Mekanisme Keputusan Rapat Dewan Komisaris

Keputusan Rapat Dewan Komisaris diambil melalui musyawarah untuk mufakat. Keputusan yang sah dan mengikat tanpa mengadakan Rapat Dewan Komisaris sesuai Pasal 16 Ayat (2) Anggaran Dasar Perusahaan, sepanjang keputusan itu disetujui secara tertulis dan ditandatangani oleh semua anggota Dewan Komisaris. Keputusan dicatat dan didokumentasikan dengan baik dalam risalah rapat Dewan Komisaris dan Direksi. Risalah rapat ditandatangani ketua rapat dan didistribusikan kepada semua anggota Dewan Komisaris dan Direksi yang menghadiri rapat maupun tidak.

## Laporan Singkat Pelaksanaan Tugas Dewan Komisaris Tahun 2020

Pelaksanaan tugas dan tanggung jawab Dewan Komisaris didasarkan pada Anggaran Dasar Perusahaan, RJPP, RKAP, KPI Korporat, Keputusan dan Arahan RUPS serta Board Manual. Pelaksanaan tugas Dewan Komisaris dilakukan selama tahun berjalan secara berkelanjutan sesuai pembagian tugas pengawasan dan pemberian nasihat masing-masing Komisaris. Secara spesifik, pengawasan atas pengelolaan Perusahaan dan kinerja Direksi beserta jajaran terkait mengacu pada assessment GCG di tahun sebelumnya, KPI Korporat, dan keputusan serta arahan Pemegang Saham yang ditetapkan melalui RUPS. Dewan Komisaris juga berkewajiban untuk memberikan saran dan masukan terkait pengelolaan Perusahaan yang disampaikan melalui Rapat Pengawasan.

Berikut ini adalah laporan pelaksanaan tugas Dewan Komisaris sepanjang 2020 melalui Surat Keputusan. Selama tahun 2020, Dewan Komisaris telah memberikan persetujuan/tanggapan tertulis/rekomendasi terkait transaksi/tindakan material.

## Keputusan Tertulis Dewan Komisaris Atas Rencana Perbuatan Direksi

Berdasarkan ketentuan dalam Anggaran Dasar, pelimpahan wewenang berdasarkan Keputusan/Arahan Rapat Umum Pemegang Saham (RUPS) dan Surat/

## Board of Commissioners Meeting Decision Mechanism

The Board of Commissioners meeting resolution is taken based on collective consensus. The decision is valid and binding without a meeting of the Board of Commissioners in accordance with Article 16 Paragraph (2) of the Company's Articles of Association as long as it is approved in writing and signed by all members of the Board of Commissioners. Decisions are well recorded and documented in the minutes of meetings of the Board of Commissioners and the Board of Directors. Minutes of meeting are signed by the chairman of the meeting and distributed to all members of the Board of Commissioners and Directors, whether present at the meeting or not.

## 2020 Brief of the Implementation of the Board of Commissioners' Duties

The implementation of the duties and responsibilities of the Board of Commissioners is based on the Articles of Association of the Company, RJPP, RKAP, Corporate KPI, Resolutions and Direction of the GMS and the Board Manual. The duties of the Board of Commissioners are carried out during the year on an ongoing basis in accordance with the distribution of supervisory duties and giving advice to each Commissioner. Specifically, supervision of the management of the Company and the performance of the Board of Directors and related ranks refers to the GCG assessment in the previous year, Corporate KPIs, and the decisions and directions of the Shareholders established through the GMS. The Board of Commissioners is also obliged to provide suggestions and input related to the management of the Company which is conveyed through the Supervision Meeting.

The following is a report on the implementation of the duties of the Board of Commissioners throughout 2020 through a Decree. During 2020, the Board of Commissioners has provided approval / written responses / recommendations related to material transactions / actions.

## Written Decree of the Board of Commissioners on the Board of Directors' Action Plan

Based on the provisions in the Articles of Association, the delegation of authority based on the General Meeting of Shareholders (GMS) Decision / Direction and the Letter

Keputusan/ Peraturan Menteri Badan Usaha Milik Negara (BUMN), Dewan Komisaris telah memberikan keputusan tertulis (setuju atau tidak setuju) atas beberapa rencana perbuatan Direksi.

1. Pelimpahan Wewenang mengenai Pemberian Persetujuan Atas Perjalanan Direksi ke Luar Negeri (Surat Edaran No. SE-09/MBU/2010 tanggal 9 Juli 2010).

Dalam tahun 2020 anggota Direksi tidak melakukan perjalanan ke Luar Negeri.

2. Pelimpahan wewenang mengenai pemberian Izin Cuti kepada Anggota Direksi Perseroan (Peraturan Menteri Negara BUMN Nomor: PER-07/MBU/2010).

- a. Direktur Teknik cuti tahun 2020 selama 2 (dua) hari kerja terhitung mulai tanggal 24 s.d. 27 Januari 2020. Komisaris Utama memberikan persetujuan terkait cuti tersebut.

- b. Direktur Sumber Daya Manusia cuti tahun 2020 selama 3 (tiga) hari kerja terhitung mulai tanggal 27 s.d. 29 Juli 2020. Komisaris Utama memberikan persetujuan terkait cuti tersebut.

- c. Direktur Sumber Daya Manusia cuti tahun 2020 selama 4 (empat) hari kerja terhitung mulai tanggal 7 s.d. 12 Oktober 2020. Komisaris Utama memberikan persetujuan terkait cuti tersebut sesuai surat Dewan Komisaris Nomor: S-76/KPI.IV/X/2020 tanggal 05 Oktober 2020.

3. Wewenang Untuk Menyetujui Pemberhentian dan Pengangkatan Kepala Satuan Pengawasan Intern (SPI) dan Sekretaris Perusahaan Berdasarkan Ketentuan Dalam Pasal 28 ayat (3) Peraturan Menteri Negara BUMN Nomor PER-01/MBU/2011.

Berdasarkan usulan Direksi dengan surat 1/KP.403/6/DUT-2020 tanggal 24 April 2020 perihal Permohonan Persetujuan Pengisian Jabatan Sekretaris Perusahaan dan surat No. 2/KP.403/6/

/ Decree / Regulation of the Minister of State-Owned Enterprises (BUMN), the Board of Commissioners has given written decisions (agree or disagree) on several action plans of the Directors.

1. Delegation of Authority regarding Granting Approval of Directors Travel Abroad (Circular No. SE-09 / MBU / 2010 dated 9 July 2010).

In 2020, members of the Board of Directors do not travel overseas.

2. Delegation of authority regarding the granting of leave permits to members of the Board of Directors of the Company (Regulation of the Minister of State for SOEs Number: PER-07 / MBU / 2010).

- a. Director of Engineering took leave in 2020 for 2 (two) working days from 24 s.d. January 27, 2020. The President Commissioner approved the leave.

- b. The Director of Human Capital took leave in 2020 for 3 (three) working days starting from 27 s.d. 29 July 2020. The President Commissioner gave his approval regarding the leave.

- c. The Director of Human Capital took leave in 2020 for 4 (four) working days starting from the 7th to the 1st. 12 October 2020. The President Commissioner gave approval regarding the leave in accordance with the letter of the Board of Commissioners Number: S-76 / KPI.IV / X / 2020 dated 05 October 2020.

3. Authority to Approve Dismissal and Appointment of Head of Internal Control Unit (SPI) and Corporate Secretary based on the provisions in Article 28 paragraph (3) of the Regulation of the Minister of State for SOEs Number PER-01 / MBU / 2011.

Based on the recommendation of the Board of Directors in letter 1 / KP.403 / 6 / DUT-2020 dated April 24, 2020 regarding Application for Approval for Filling the Position of Corporate Secretary and



DUT-2020 tanggal 24 April 2020 perihal Surat Perintah Pelaksana Tugas Sementara Corporate Secretary, Dewan Komisaris telah menyetujui pengisian jabatan Sekretaris Perusahaan atas nama Sdr. Dwi Rahmad Toto Sugiarto., sesuai surat Dewan Komisaris No. S-39/KPI.IV/IV/2020 tanggal 29 April 2020.

4. Wewenang Untuk Memberikan Keputusan Tertulis Atas Rencana Perbuatan Direksi Berdasarkan Ketentuan Dalam Pasal 11 Ayat 8 Anggaran Dasar Perseroan
    - a. Sehubungan dengan surat Direktur Utama kepada Dewan Komisaris Nomor: 6/KU.002/5/ DUT-2019 tanggal 31 Desember 2019 perihal Persetujuan Penerimaan Pinjaman.
      - ➔ Dewan Komisaris belum dapat memberikan persetujuan atas usulan tersebut dengan memperhatikan beberapa pertimbangan, sesuai surat Nomor: S-04/KPI.IV/I/2020 tanggal 17 Januari 2020.
    - b. Sehubungan dengan surat Direktur Utama kepada Dewan Komisaris Nomor: 1/OS.001/1/ DUT-2020 tanggal 03 Februari 2020 perihal Penyampaian Kelengkapan Dokumen Pembentukan Biro R & D.
      - ➔ Dewan Komisaris masih memerlukan penjelasan terkait hal tersebut, telah disampaikan sesuai surat Nomor: S-09.A/ KPI.IV/II/2020 tanggal 06 Februari 2020.
    - c. Sehubungan dengan surat Direktur Utama kepada Dewan Komisaris Nomor: 7/KU.101/1/ DUT-2020 tanggal 13 Februari 2020 perihal Permohonan Persetujuan Rencana Bridging Loan.
      - ➔ Dewan Komisaris pada prinsipnya dapat mendukung rencana tersebut dengan memperhatikan poin-poin yang telah disampaikan, sesuai surat Nomor: S-173A/ KPI.IV/II/2020 tanggal 20 Februari 2020.
- letter No. 2 / KP.403 / 6 / DUT-2020 dated 24 April 2020 regarding the Order for the Acting of the Temporary Corporate Secretary, the Board of Commissioners has approved the filling of the position of Corporate Secretary on behalf of Mr. Dwi Rahmad Toto Sugiarto., according to the letter of the Board of Commissioners No. S-39 / KPI.IV / IV / 2020 dated 29 April 2020.
4. Authority to Give Written Decisions on Plan Actions of the Board of Directors based on the provisions in Article 11 Paragraph 8 of the Company's Articles of Association
    - a. In connection with the President Director's letter to the Board of Commissioners Number: 6 / KU.002 / 5 / DUT-2019 dated 31 December 2019 regarding Approval of Loan Acceptance.
      - ➔ The Board of Commissioners has not been able to approve the proposal by taking into account several considerations in accordance with letter Number: S-04 / KPI.IV / I / 2020 dated January 17, 2020.
    - b. In connection with the President Director's letter to the Board of Commissioners Number: 1 / OS.001 / 1 / DUT-2020 dated February 03, 2020 concerning Submission of Documents for the Establishment of the R & D Bureau.
      - ➔ The Board of Commissioners still needs an explanation regarding this which has been submitted according to letter Number: S-09.A / KPI.IV / II / 2020 dated February 6, 2020.
    - c. In connection with the President Director's letter to the Board of Commissioners Number: 7 / KU.101 / 1 / DUT-2020 dated February 13, 2020 regarding Application for Approval of the Bridging Loan Plan.
      - ➔ In principle, the Board of Commissioners can support the plan by taking into account the points that have been submitted, according to letter Number: S-173A / KPI.IV / II / 2020 dated February 20, 2020.

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| <p>d. Sehubungan dengan surat Direktur Utama kepada Dewan Komisaris Nomor: 1/OS.001/1/DUT-2020 tanggal 03 Februari 2020 perihal Penyampaian Kelengkapan Dokumen Pembentukan Biro R &amp; D.</p> <p>→ Dewan Komisaris secara prinsip dapat memberikan persetujuan Pembentukan Biro R &amp; D dengan beberapa catatan yang telah disampaikan, sesuai surat Nomor: S-21/KPI.IV/III/2020 tanggal 03 Maret 2020.</p>   | <p>d. In connection with the President Director's letter to the Board of Commissioners Number: 1 / OS.001 / 1 / DUT-2020 dated February 03, 2020 concerning Submission of Documents for the Establishment of the R &amp; D Bureau.</p> <p>→ The Board of Commissioners in principle can give approval to the establishment of an R&amp;D Bureau with a number of notes that have been submitted, according to letter Number: S-21 / KPI.IV / III / 2020 dated March 03, 2020.</p>  |
| <p>e. Sehubungan dengan surat Direktur Utama kepada Dewan Komisaris Nomor: 4/SI.104/1/DUT-2020 tanggal 27 Januari 2020 perihal Spin Off Pengelolaan Kendari New Port.</p> <p>→ Dewan Komisaris pada prinsipnya dapat mendukung usulan spin off tersebut, sesuai surat No. S-23/KPI.IV/III/2020 tanggal 10 Maret 2020.</p>   | <p>e. In connection with the President Director's letter to the Board of Commissioners Number: 4 / SI.104 / 1 / DUT-2020 dated January 27, 2020 regarding Kendari New Port Management Spin-Off.</p> <p>→ In principle, the Board of Commissioners can support the spin off proposal, according to letter No. S-23 / KPI.IV / III / 2020 dated March 10, 2020.</p>  |
| <p>f. Sehubungan dengan surat Direktur Utama kepada Dewan Komisaris Nomor: 18/SI.101/3/DUT-2020 tanggal 21 September 2020 perihal Persetujuan Penarikan Pinjaman Jangka Panjang dan surat Direkrur Utama Nomor: 3/ SI.101/4/DUT-2020 tanggal 14 Oktober 2020 perihal Updating Proyeksi Arus Kas 2020-2024 dari KPMG Lampiran Surat Permohonan Persetujuan Penarikan Pinjaman Jangka Panjang.</p> <p>→ Secara prinsip Dewan Komisaris dapat memberikan persetujuan atas usulan Penarikan Pinjaman Jangka Panjang, sesuai surat No. S-78/KPI.IV/X/2020 tanggal 26 Oktober 2020.</p> | <p>f. In connection with the President Director's letter to the Board of Commissioners Number: 18 / SI.101 / 3 / DUT-2020 dated September 21, 2020 regarding Approval for Withdrawal of Long-Term Loans and President Director's letter Number: 3 / SI.101 / 4 / DUT-2020 dated 14 October 2020 regarding Updating of 2020-2024 Cash Flow Projection from KPMG Appendix of Request for Approval of Long-Term Loan Withdrawal.</p> <p>→ In principle, the Board of Commissioners may approve the proposal for Withdrawal of Long-term Loans, according to letter No. S-78 / KPI. IV / X / 2020 dated 26 October 2020.</p> |

### Tanggapan Tertulis Dewan Komisaris Atas Rencana Perbuatan Direksi Yang Harus Mendapat Persetujuan RUPS

Sebagai pelaksanaan ketentuan dalam Pasal 11 ayat 10 Anggaran Dasar Perseroan, Dewan Komisaris telah memberikan tanggapan tertulis atas beberapa rencana perbuatan Direksi, sebagai berikut:

### The Board of Commissioners 'Written Response to the Board of Directors' Planned Actions which Require GMS Approval

As an implementation of the provisions in Article 11 paragraph 10 of the Company's Articles of Association, the Board of Commissioners has provided written responses to several plans of actions by the Board of Directors, as follows:

1. Sehubungan dengan surat Direktur Utama kepada Dewan Komisaris Nomor: 11/LP.005/2/DUT-2019 tanggal 28 November 2019 perihal Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis s.d. 5 (lima) Tahun.  
→ Terkait hal tersebut, Dewan Komisaris secara prinsip dapat memberikan persetujuan atas Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis s.d. 5 (lima) Tahun, sesuai surat No. S-28/KPI.IV/III/2020 tanggal 16 Maret 2020.
  2. Rekomendasi dan Tanggapan atas Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis Lebih Dari 5 (lima) Tahun di Cabang Fakfak, Cabang Pantoloan, Cabang Ambon, Cabang Nunukan dan Cabang Merauke dengan menggunakan nilai buku per 30 September 2019, sesuai surat Dewan Komisaris No. S-30/KPI.IV/III/2020 tanggal 17 Maret 2020.
  3. Surat Dewan Komisaris kepada Direktur Utama Nomor: S-30/KPI.IV/III/2020 tanggal 17 Maret 2020 perihal Rekomendasi dan Tanggapan Atas Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis lebih dari 5 (lima) tahun.
  4. Surat Dewan Komisaris kepada Direktur Utama Nomor: S-74/KPI.IV/X/2020 tanggal 12 Oktober 2020 perihal Rekomendasi dan Tanggapan Atas Updating Usulan Penghapusbukuan Aset Tetap Umur Ekonomis lebih dari 5 (lima) tahun.
  5. Surat Dewan Komisaris kepada Direktur Utama Nomor: S-81/KPI.IV/XI/2020 tanggal 16 November 2020 perihal Persetujuan dan Tanggapan Atas Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis s.d. 5 (lima) tahun.
  6. Surat Dewan Komisaris kepada Direktur Utama Nomor: S-82/KPI.IV/XI/2020 tanggal 16 November 2020 perihal Rekomendasi dan Tanggapan Atas Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis lebih dari 5 (lima) tahun.
1. In connection with the President Director's letter to the Board of Commissioners Number: 11 / LP.005 / 2 / DUT-2019 dated 28 November 2019 regarding the Proposal for Write-off and / or Transfer of Fixed Assets of Economic Age up to. 5 (five) years.  
→ In this regard, the Board of Commissioners in principle may approve the Proposal for Write-off and / or Transfer of Fixed Assets of Economic Age up to. 5 (five) years, according to letter No. S-28 / KPI.IV / III / 2020 dated March 16, 2020.
  2. Recommendations and Responses to the Proposed Write-off and / or Transfer of Fixed Assets with an Economic Age of More Than 5 (five) Years in the Fakfak Branch, Pantoloan Branch, Ambon Branch, Nunukan Branch and Merauke Branch using book value as of September 30, 2019, according to the letter of the Board of Commissioners No. S-30 / KPI.IV / III / 2020 dated 17 March 2020.
  3. Letter of the Board of Commissioners to the President Director Number: S-30 / KPI.IV / III / 2020 dated 17 March 2020 regarding Recommendations and Responses to the Proposed Write-off and / or Transfer of Fixed Assets Economical Age of more than 5 (five) years.
  4. Letter of the Board of Commissioners to the President Director Number: S-74 / KPI.IV / X / 2020 dated 12 October 2020 regarding Recommendations and Responses to Updating the Proposed Write-off of Fixed Assets Economical Age of more than 5 (five) years.
  5. Letter of the Board of Commissioners to the President Director Number: S-81 / KPI.IV / XI / 2020 dated November 16, 2020 regarding Approval and Response to the Proposed Write-off and / or Transfer of Fixed Assets of Economic Age s.d. 5 (five) years.
  6. Letter of the Board of Commissioners to the President Director Number: S-82 / KPI.IV / XI / 2020 dated November 16, 2020 regarding Recommendations and Responses to Proposals for Write-off and / or Transfer of Fixed Assets Economical Age of more than 5 (five) years.

## Permintaan Penjelasan dari Direksi

Dalam pelaksanaan tugas pengawasan, Dewan Komisaris juga telah meminta penjelasan dari Direksi atas beberapa usulan Direksi, pengawasan masyarakat (seperti berita di surat kabar), dan lain-lain yang dianggap perlu penjelasan lebih lanjut dari Direksi, sebagai berikut:

1. Sehubungan dengan adanya pemberitaan oleh CNN Indonesia tentang Penghentian Penambangan Pasir untuk Proyek Makassar New Port, Dewan Komisaris meminta agar Direksi memberikan penjelasan secara tertulis perihal tersebut sesuai surat Nomor: S-57/KPI.IV/VII/2020 tanggal 24 Juli 2020.
2. Sehubungan dengan adanya pemberitaan oleh Sultrakini.com Keluhan Pengguna Jalan Pelabuhan Kendari New Port tentang Plan Akses ke Pelabuhan, Dewan Komisaris meminta agar Direksi memberikan penjelasan secara tertulis perihal tersebut sesuai surat No. S-61/KPI.IV/VIII/2020 tanggal 19 Agustus 2020.

## Koreksi dan Saran Kepada Direksi

Terhadap laporan berkala Direksi berupa laporan triwulanan, laporan tahunan, berbagai perbuatan Direksi, dan lain-lain, Dewan Komisaris telah menyampaikan koreksi dan atau saran tertulis sebagai bahan perbaikan atau penyempurnaan, sebagai berikut:

1. Tanggapan Dewan Komisaris PT Pelabuhan Indonesia IV (Persero) atas RKAP Tahun Buku 2020 dan RKA PKBL Tahun Buku 2020 Pada Rapat Umum Pemegang Saham, sesuai surat Nomor: S-03/KPI.IV/I/2020 tanggal 17 Januari 2020.

## Request for clarification from the Board of Directors

In carrying out its supervisory duties, the Board of Commissioners has also requested an explanation from the Board of Directors on several proposals from the Board of Directors, public supervision (such as news in newspapers), and others deemed necessary for further explanation from the Board of Directors, as follows:

1. In connection with the report by CNN Indonesia regarding the cessation of sand mining for the Makassar New Port Project, the Board of Commissioners requested that the Board of Directors provide a written explanation regarding this in accordance with letter Number: S-57 / KPI. IV / VII / 2020 dated July 24, 2020.
2. In connection with the Sultrakini.com report on the complaint of Kendari New Port Road Users regarding the Port Access Plan, the Board of Commissioners requested that the Board of Directors provide a written explanation regarding the matter in accordance with letter No. S-61 / KPI. IV / VIII / 2020 dated 19 August 2020.

## Corrections and Suggestions to the Board of Directors

With regard to periodic reports of the Board of Directors in the form of quarterly reports, annual reports, various actions of the Board of Directors, and others, the Board of Commissioners has submitted corrections and / or written suggestions as material for improvement or enhancement, namely:

1. Response of the Board of Commissioners of PT Pelabuhan Indonesia IV (Persero) on the RKAP for the 2020 Financial Year and the RKA PKBL for the 2020 Financial Year at the General Meeting of Shareholders, according to letter Number: S-03 / KPI.IV / I / 2020 dated 17 January 2020.



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| <p>2. Tanggapan atas Laporan Manajemen PT Pelabuhan Indonesia IV (Persero) Audited Tahun 2019, sesuai surat Nomor: S-39/I/KPI.IV/IV/2020 tanggal 29 April 2020.</p>   | <p>2. Response to the Management Report of PT Pelabuhan Indonesia IV (Persero) Audited Year 2019, according to letter Number: S-39 / I / KPI. IV / IV / 2020 dated April 29, 2020.</p>  |
| <p>3. Tanggapan Dewan Komisaris PT Pelabuhan Indonesia IV (Persero) atas Usulan RKAP Revisi PT Pelabuhan Indonesia IV (Persero), sesuai surat Nomor: S-42/KPI.IV/V/2020 tanggal 20 Mei 2020.</p>  | <p>3. Response of the Board of Commissioners of PT Pelabuhan Indonesia IV (Persero) to the Proposed Revised RKAP of PT Pelabuhan Indonesia IV (Persero), according to letter Number: S-42 / KPI. IV / V / 2020 dated May 20, 2020.</p>  |
| <p>4. Tanggapan atas Laporan Manajemen Perusahaan PT Pelindo IV (Persero) Triwulan I Tahun 2020, sesuai surat Nomor: S-55/KPI.IV/VII/2020 tanggal 24 Juli 2020.</p>   | <p>4. Responses to the PT Pelindo IV (Persero) Quarter I 2020 Company Management Report, according to letter Number: S-55 / KPI.IV / VII / 2020 dated July 24, 2020.</p>  |
| <p>5. Tanggapan dan Rekomendasi Dewan Komisaris PT Pelabuhan Indonesia IV (Persero) atas Usulan RKAP Revisi PT Pelabuhan Indonesia IV (Persero) Tahun 2020, sesuai surat Nomor: S-58/KPI.IV/VII/2020 tanggal 28 Juli 2020.</p>            | <p>5. Responses and Recommendations from the Board of Commissioners of PT Pelabuhan Indonesia IV (Persero) on the Proposed Revised RKAP of PT Pelabuhan Indonesia IV (Persero) in 2020, according to letter Number: S-58 / KPI.IV / VII / 2020 dated July 28, 2020.</p>                   |
| <p>6. Tanggapan atas Laporan Manajemen Perusahaan PT Pelindo IV (Persero) Semester I Tahun 2020, sesuai surat Nomor: S-67/KPI.IV/VIII/2020 tanggal 28 Agustus 2020.</p>   | <p>6. Responses to the PT Pelindo IV (Persero) Company Management Report Semester I of 2020, according to letter Number: S-67 / KPI.IV / VIII / 2020 dated August 28, 2020.</p>   |
| <p>7. Tanggapan dan Rekomendasi Dewan Komisaris PT Pelabuhan Indonesia IV (Persero) atas Usulan RKAP Revisi Ketiga PT Pelabuhan Indonesia IV (Persero) Tahun 2020, sesuai surat Nomor: S-68/KPI.IV/VIII/2020 tanggal 31 Agustus 2020.</p> | <p>7. Responses and Recommendations from the Board of Commissioners of PT Pelabuhan Indonesia IV (Persero) on the Proposed RKAP for the Third Revision of PT Pelabuhan Indonesia IV (Persero) in 2020, according to letter Number: S-68 / KPI. IV / VIII / 2020 dated 31 August 2020.</p> |
| <p>8. Tanggapan atas Laporan Manajemen Perusahaan PT Pelabuhan Indonesia IV (Persero) Triwulan III Tahun 2020, sesuai surat Nomor: S-84/KPI.IV/XI/2020 tanggal 25 November 2020.</p>  | <p>8. Responses to the Company Management Report of PT Pelabuhan Indonesia IV (Persero) Quarter III of 2020, according to letter Number: S-84 / KPI.IV / XI / 2020 dated November 25, 2020.</p>   |
| <p>9. Tanggapan dan Rekomendasi atas Perubahan Taksasi RKAP Tahun 2020 dan Usulan RKAP Tahun 2021, sesuai surat Nomor: S-92/KPI.IV/XII/2020 tanggal 18 Desember 2020.</p>   | <p>9. Responses and Recommendations for the Amendment of the 2020 RKAP and Proposal for the 2021 RKAP, according to letter Number: S-92 / KPI.IV / XII / 2020 dated 18 December 2020.</p>   |

## Evaluasi Pelaksanaan RKAP dan PKBL

Dewan Komisaris telah melakukan pemantauan dan evaluasi terhadap pelaksanaan RKAP Perseroan dan Program Kemitraan dan Bina Lingkungan (PKBL) Perseroan Tahun 2019, baik berupa pembahasan dengan Direksi dalam Rapat Bersama Dewan Komisaris dan Direksi maupun berupa tanggapan tertulis kepada Direksi, diantaranya:

1. Laporan Triwulanan pelaksanaan RKAP Tahun Buku 2019 telah disampaikan tepat waktu (dalam bulan berikutnya setelah Triwulan yang bersangkutan berakhir) kepada Kementerian BUMN dan Dewan Komisaris sebagai berikut.
  - a. Laporan Manajemen Triwulan I telah dikirim kepada Menteri BUMN dengan surat pengantar Direksi No. 8/Sl.101/2/DUT-2020 tanggal 29 April 2020 Tembusan Laporan tersebut diterima Dewan Komisaris pada tanggal 01 Juli 2020.
  - c. Laporan Manajemen Semester I telah dikirim kepada Menteri BUMN dengan surat pengantar Direksi No. 7/Sl.101/3/DUT-2020 tanggal 27 Juli 2020 Tembusan Laporan tersebut diterima Dewan Komisaris pada tanggal 28 Juli 2020.
  - d. Laporan Manajemen s.d. Triwulan III telah dikirim kepada Menteri BUMN dengan surat pengantar Direksi No. 6/Sl.101//4/DUT-2020 tanggal 26 Oktober 2020 Tembusan Laporan tersebut diterima Dewan Komisaris pada 27 Oktober 2020.

Laporan s.d. Triwulan IV Tahun 2020 sudah tergabung dalam Laporan Manajemen Perusahaan Tahunan Perseroan Tahun Buku 2020 (Sebelum Audit). Sesuai dengan ketentuan dalam Pasal 19 ayat 6 Anggaran Dasar Perseroan, Laporan Triwulanan ditandatangani oleh semua Anggota Direksi sebelum dikirim kepada Pemegang Saham dan Dewan Komisaris.

## Evaluation of the Implementation of RKAP and PKBL

The Board of Commissioners has monitored and evaluated the implementation of the Company's RKAP and the Company's 2019 Partnership and Community Development Program, both in the form of discussions with the Board of Directors at Joint Meetings of the Board of Commissioners and Directors and in the form of written responses to the Directors, including:

1. The Quarterly Report on the implementation of the 2019 Financial Year RKAP has been submitted on time (in the following month after the relevant Quarter ends) to the Ministry of BUMN and the Board of Commissioners as follows.
  - b. The Quarter I Management Report has been sent to the Minister of BUMN accompanied by a Letter of Introduction from the Board of Directors No. 8 / Sl.101 / 2 / DUT-2020 dated 29 April 2020. A copy of the report was received by the Board of Commissioners on 01 July 2020.
  - c. The Management Report for Semester I has been sent to the Minister of BUMN accompanied by a Letter of Introduction from the Board of Directors No. 7 / Sl.101 / 3 / DUT-2020 dated 27 July 2020. A copy of the report was received by the Board of Commissioners on 28 July 2020.
  - d. The Management Report up to Quarter III has been sent to the Minister of BUMN accompanied by a Letter of Introduction from the Board of Directors No. 6 / Sl.101 // 4 / DUT-2020 dated 26 October 2020. A copy of the report was received by the Board of Commissioners on 27 October 2020.

Report up to. Quarter IV of 2020 has been included in the Company's Annual Company Management Report for the 2020 Financial Year (Pre-Audit). In accordance with the provisions in Article 19 paragraph 6 of the Company's Articles of Association, the Quarterly Report is signed by all Members of the Board of Directors before being sent to the Shareholders and the Board of Commissioners.

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| <p>2. Terhadap Laporan Manajemen Perusahaan Triwulanan Perseroan Tahun 2020, Dewan Komisaris telah menyampaikan tanggapan tertulis, sebagai berikut.</p> <p>a. Tanggapan atas Laporan Manajemen Perusahaan PT. Pelindo IV (Persero) Triwulan I Tahun 2020, sesuai surat No. S-55/KPI.IV/VII/2020 tanggal 24 Juli 2020.</p> <p>b. Tanggapan atas Laporan Manajemen Perusahaan PT. Pelindo IV (Persero) Semester I Tahun 2020, sesuai surat No. S-67/KPI.IV/VIII/2020 tanggal 28 Agustus 2020.</p> <p>c. Tanggapan Atas Laporan Manajemen Perusahaan PT. Pelindo IV (Persero) s.d. Triwulan III Tahun 2020, sesuai surat No. S-84/KPI.IV/XI/2020 tanggal 25 November 2020.</p> | <p>2. To the Company's 2020 Quarterly Management Report, the Board of Commissioners has submitted a written response, as follows.</p> <p>a. Responses to the Company Management Report of PT. Pelindo IV (Persero) Quarter I 2020, according to letter No. S-55 / KPI.IV / VII / 2020 dated 24 July 2020.</p> <p>b. Responses to the Company Management Report of PT. Pelindo IV (Persero) Semester I of 2020, according to letter No. S-67 / KPI. IV / VIII / 2020 dated August 28, 2020.</p> <p>c. Responses to Company Management Reports PT. Pelindo IV (Persero) s.d. Quarter III of 2020, according to letter No. S-84 / KPI.IV / XI / 2020 dated 25 November 2020.</p> |
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### **Pemantauan Tindak Lanjut atas Keputusan RUPS dan Peraturan/Keputusan/Surat Menteri BUMN**

1. Surat Edaran Menteri Negara BUMN No. SE-09/MBU/2010 tanggal 9 Juli 2010 Tentang Izin Perjalanan Anggota Dewan Komisaris dan Direksi Ke Luar Negeri.
  - a. Perjalanan Dinas Direksi ke Luar Negeri. Dalam tahun 2020, Direksi tidak melakukan perjalanan dinas ke luar negeri, sehingga tidak ada permintaan persetujuan perjalanan dinas ke luar negeri kepada Menteri BUMN.
  - b. Perjalanan Dinas Anggota Dewan Komisaris Ke Luar Negeri. Dalam tahun 2020, Dewan Komisaris tidak melakukan perjalanan dinas ke luar negeri, sehingga tidak ada permintaan persetujuan perjalanan dinas ke luar negeri kepada Menteri BUMN.
2. Peraturan Menteri Negara BUMN No. PER-01/MBU/06/2017 tanggal 19 Juni 2017 Tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas Badan Usaha Milik Negara.

### **Monitoring of Follow-up on GMS Decisions and Regulation / Decree / Letter of the Minister of BUMN**

1. Ministry of State Owned Enterprise Circular Letter No. SE-09 / MBU / 2010 dated 9 July 2010 concerning Travel Permits for Members of the Board of Commissioners and Directors to go overseas.
  - a. Directors' Official Travel Abroad. In 2020, the Board of Directors does not undertake official travel abroad, so there is no request for approval of official travel abroad to the Minister of BUMN.
  - b. Official Travel of Members of the Board of Commissioners Abroad. In 2020, the Board of Commissioners does not undertake official travel abroad, so there is no request for approval of official travel abroad to the Minister of BUMN.
2. Minister of State Owned Enterprises Regulation No. PER-01 / MBU / 06/2017 dated 19 June 2017 concerning Guidelines for Determining the Remuneration of Directors, Board of Commissioners, and Supervisory Board of State-Owned Enterprises.

Pada tahun 2020 tidak terdapat Penetapan Penghasilan Direksi dan Dewan Komisaris PT Pelabuhan Indonesia IV (Persero).

3. Peraturan Menteri Negara BUMN No. 02/MBU/2010 tanggal 23 Juli 2010 Tentang Tata Cara Penghapusbukuan dan Pemindahtanganan Aktiva Tetap Badan Usaha Milik Negara, sebagaimana telah diubah dengan PER-06/MBU/2010 tanggal 27 Oktober 2010.

Dalam tahun 2020, terdapat usulan penghapusbukuan aset tetap, baik yang merupakan wewenang Dewan Komisaris untuk memberikan keputusan tertulis maupun tanggapan tertulis atas penghapusbukuan aset tetap yang harus mendapat persetujuan RUPS, sebagai berikut:

- a. Sehubungan dengan surat Direktur Utama PT Pelabuhan Indonesia IV (Persero) kepada Dewan Komisaris No. 11/LP.005/2/DUT-2019 tanggal 28 November 2019 perihal Usulan Penghapusbukuan dan/ atau Pemindahtanganan Aset tetap Umur Ekonomis s.d. 5 (lima) Tahun.

➔ Pada prinsipnya Dewan Komisaris memberikan Persetujuan dan Tanggapan atas Usulan Penghapusbukuan dan/ atau Pemindahtanganan Aset Tetap Umur Ekonomis s.d. 5 (lima) Tahun di Cabang Bitung, Cabang Tanjung Redeb, Terminal Petikemas Makassar, Cabang Pantoloan, cabang parepare, Cabang Merauke, Cabang Nunukan dan Cabang Makassar dengan menggunakan nilai buku per 30 September 2019 sebesar Rp. 11.781.898.685,- sesuai surat Dewan Komisaris No. S-28/KPI.IV/III/2020 tanggal 16 Maret 2020.

- b. Sehubungan dengan surat Direktur Utama PT Pelabuhan Indonesia IV (Persero) kepada Dewan Komisaris No. 12/LP.005/2/DUT-2019 tanggal 10 Desember 2019 perihal Usulan Penghapusbukuan dan/ atau Pemindahtanganan Aset Tetap Umur Ekonomis Lebih dari 5 (lima) tahun.

In 2020 there is no Determination of the Income of the Directors and Board of Commissioners of PT Pelabuhan Indonesia IV (Persero).

3. Minister of State Owned Enterprises Regulation No. 02 / MBU / 2010 dated 23 July 2010 concerning Procedures for Write-off and Transfer of State Owned Enterprises' Fixed Assets, as amended by PER-06 / MBU / 2010 dated 27 October 2010.

In 2020, there are proposals for write-offs of fixed assets, both under the authority of the Board of Commissioners to provide a written decision or a written response to fixed asset write-offs which must be approved by the GMS, as follows:

- a. In connection with the letter of the President Director of PT Pelabuhan Indonesia IV (Persero) to the Board of Commissioners No. 11 / LP.005 / 2 / DUT-2019 dated 28 November 2019 regarding the Proposal for Write-off and / or Transfer of Fixed Assets with an Economical Age up to 5 (five) Years.

➔ In principle, the Board of Commissioners provides Approval and Response to the Proposed Write-off and / or Transfer of Fixed Assets with an Economic Age of up to 5 (five) Years in the Bitung Branch, Tanjung Redeb Branch, Makassar Container Terminal, Pantoloan Branch, Parepare Branch, Merauke Branch, Nunukan Branch. and Makassar Branch using book value as of September 30, 2019 amounting to Rp. 11,781,898,685, - according to the letter of the Board of Commissioners No. S-28 / KPI.IV / III / 2020 dated March 16, 2020.

- b. In connection with the letter of the President Director of PT Pelabuhan Indonesia IV (Persero) to the Board of Commissioners No. 12 / LP.005 / 2 / DUT-2019 dated 10 December 2019 regarding the Proposed Write-off and / or Transfer of Fixed Assets with an Economical Age of More than 5 (five) years.



- Pada prinsipnya Dewan Komisaris memberikan Rekomendasi dan Tanggapan atas Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis Lebih Dari 5 (lima) Tahun di Cabang Fakfak, Cabang Pantoloan, Cabang Ambon, Cabang Nunukan dan Cabang Merauke dengan menggunakan nilai buku per 30 September 2019, sesuai surat Dewan Komisaris Nomor: S-30/KPI.IV/III/2020 tanggal 17 Maret 2020.
- c. Sehubungan dengan surat Direktur Utama PT Pelabuhan Indonesia IV (Persero) kepada Dewan Komisaris No. 17/KU.202/1/DUT-2020 tanggal 26 Agustus 2020 perihal Updating Usulan Penghapusbukuan Aset Tetap Umur Ekonomis Lebih dari 5 (lima) tahun.
- Pada prinsipnya Dewan Komisaris memberikan Rekomendasi dan Tanggapan Atas Updating Usulan Penghapusbukuan Aset Tetap Umur Ekonomis lebih dari 5 (lima) tahun sesuai surat No. S-74/KPI.IV/X/2020 tanggal 12 Oktober 2020.
- d. Sehubungan dengan surat Direktur Utama PT Pelabuhan Indonesia IV (Persero) kepada Dewan Komisaris No. 20/KU.202/I/DUT-2020 tanggal 09 September 2020 perihal Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis s.d. 5 (lima) Tahun.
- Dewan Komisaris memberikan Persetujuan dan Tanggapan Atas Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis s.d. 5 (lima) tahun sesuai surat No. S-81/KPI.IV/XI/2020 tanggal 16 November 2020.
- In principle, the Board of Commissioners provides recommendations and responses to the proposed write-off and / or transfer of fixed assets with an economic age of more than 5 (five) years at the Fakfak Branch, Pantoloan Branch, Ambon Branch, Nunukan Branch and Merauke Branch using book value as of September 30, 2019. , according to the letter of the Board of Commissioners Number: S-30 / KPI.IV / III / 2020 dated 17 March 2020.
- c. In connection with the letter of the President Director of PT Pelabuhan Indonesia IV (Persero) to the Board of Commissioners No. 17 / KU.202 / 1 / DUT-2020 dated 26 August 2020 concerning Updating of Fixed Asset Write-Off Proposals with an Economical Age of More than 5 (five) years.
- In principle, the Board of Commissioners provides Recommendations and Responses to Updating the Proposal for Write-Off of Fixed Assets with an economic age of more than 5 (five) years in accordance with letter No. S-74 / KPI.IV / X / 2020 dated 12 October 2020.
- d. In connection with the letter of the President Director of PT Pelabuhan Indonesia IV (Persero) to the Board of Commissioners No. 20 / KU.202 / I / DUT-2020 dated 9 September 2020 regarding the Proposed Write-off and / or Transfer of Fixed Assets with an Economical Age up to 5 (five) Years.
- The Board of Commissioners approves and responds to the proposal for write-off and / or transfer of fixed assets with an economical age up to. 5 (five) years according to letter No. S-81 / KPI.IV / XI / 2020 dated 16 November 2020.

- e. Sehubungan dengan surat Direktur Utama PT Pelabuhan Indonesia IV (Persero) kepada Dewan Komisaris No. 19/KU.202/1/ DUT-2020 tanggal 09 September 2020 perihal Usulan Penghapusbukuan dan/ atau Pemindahtanganan Aset Tetap Umur Ekonomis Lebih dari 5 (lima) Tahun.
- ➔ Pada prinsipnya Dewan Komisaris memberikan Rekomendasi dan Tanggapan Atas Usulan Penghapusbukuan dan/atau Pemindahtanganan Aset Tetap Umur Ekonomis lebih dari 5 (lima) tahun sesuai surat No. S-82/KPI.IV/XI/2020 tanggal 16 November 2020.
4. Peraturan Menteri BUMN No. PER-21/MBU/2012 tanggal 27 Desember 2013 Tentang Pedoman Penerapan Akuntabilitas Keuangan Badan Usaha Milik Negara.
- a. Untuk memenuhi ketentuan dalam Bab II, Huruf B, Angka 1 dan 2.b Lampiran Peraturan tersebut, Direksi telah menyusun Rencana Kerja dan Anggaran Perusahaan (RKAP) Perseroan Tahun 2020 dan menyampaikan tepat waktu kepada Menteri BUMN dengan surat pengantar Nomor: 15/KU.002/2/DUT-2020 tanggal 26 Oktober 2020.
- b. Dewan Komisaris telah menerima Konsep Rencana Jangka Panjang Perusahaan (RJPP) Perseroan Tahun 2020-2024, yang wajib disusun oleh Direksi untuk memenuhi ketentuan dalam Bab II, Huruf B, Angka 2.a Lampiran Peraturan tersebut di atas.
- ➔ Rancangan RJPP Tahun 2020-2024 tersebut telah dibahas bersama Dewan Komisaris, dan hasil penyempurnaan telah diteruskan kepada Wakil Menteri BUMN II sesuai surat No. 4/PR.003/1/DUT-2020 tanggal 30 September 2020. Dewan Komisaris telah memberikan tanggapan dan rekomendasi atas Usulan RJPP PT Pelabuhan Indonesia IV (Persero) Tahun 2020-2024 sesuai surat Nomor: S-106/ KPI.IV/XII/2020 tanggal 29 Desember 2020.
- e. In connection with the letter of the President Director of PT Pelabuhan Indonesia IV (Persero) to the Board of Commissioners No. 19 / KU.202 / 1 / DUT-2020 dated 9 September 2020 regarding the Proposed Write-off and / or Transfer of Fixed Assets with an Economical Age of More than 5 (five) Years.
- ➔ In principle, the Board of Commissioners provides recommendations and responses to the proposal for write-off and / or transfer of fixed assets with an economic age of more than 5 (five) years in accordance with letter No. S-82 / KPI. IV / XI / 2020 dated 16 November 2020.
4. Regulation of the Minister of SOEs Number PER-21 / MBU / 2012 dated 27 December 2013 concerning Guidelines for the Implementation of Financial Accountability for State-Owned Enterprises.
- a. To comply with the provisions in Chapter II, Letter B, Figures 1 and 2.b Attachment to the Regulation, the Board of Directors has compiled the Company's 2020 Work Plan and Company Budget (RKAP) and submitted it on time to the Minister of BUMN with a cover letter Number: 15 / KU. 002/2 / DUT-2020 dated 26 October 2020.
- b. The Board of Commissioners has accepted the Company Long Term Plan (RJPP) Concept for 2020-2024, which must be compiled by the Board of Directors to comply with the provisions in Chapter II, Letter B, Number 2.a Attachment to the above mentioned regulations
- ➔ The 2020-2024 RJPP draft has been discussed with the Board of Commissioners, and the results of the improvements have been forwarded to the Deputy Minister of BUMN II in accordance with letter No. 4 / PR.003 / 1 / DUT-2020 dated 30 September 2020. The Board of Commissioners has provided comments and recommendations on the proposed RJPP PT Pelabuhan Indonesia IV (Persero) for 2020-2024 according to letter Number: S-106 / KPI.IV / XII / 2020 dated December 29, 2020.

## Kunjungan Kerja Dewan Komisaris

Dewan Komisaris P IV melakukan kunjungan ke Unit Pembangkit dan Anak Perusahaan guna meninjau kondisi serta mengumpulkan informasi secara langsung dari pimpinan unit setempat terkait aktivitas pada Unit Pembangkit/Anak Perusahaan tersebut. Hal tersebut dilakukan dalam rangka menjalankan fungsi pengawasan terhadap pengelolaan Perusahaan secara optimal.

Kunjungan lapangan yang dilakukan Dewan Komisaris di sepanjang 2020 adalah sebagai berikut:

## Work Visit of the Board of Commissioners

The Board of Commissioners of P IV paid a visit to the Generating Unit and Subsidiaries to review conditions and collect information directly from the head of the local unit regarding activities in the Generating Unit / Subsidiary. This is done in order to carry out the supervisory function of the Company's optimal management.

Field visits conducted by the Board of Commissioners throughout 2020 are as follows:

TANGGAL Date	TUJUAN Destination	PERIHAL Events
20 Februari 2020 20 February 2020	Makassar New Port Makassar New Port	Kunjungan Lapangan Field trip
27 Februari 2020 27 February 2020	Cabang Sorong Branch Sorong	Kunjungan Lapangan Field trip
01 Desember 2020 01 December 2020	Makassar New Port Makassar New Port	Kunjungan Lapangan Field trip

## Pertanggungjawaban Dewan Komisaris

- Dewan Komisaris dalam fungsinya sebagai pengawas, menyampaikan laporan pertanggungjawaban pengawasan atas pengelolaan Perusahaan oleh Direksi. Laporan pengawasan Dewan Komisaris merupakan bagian dari laporan tahunan yang disampaikan kepada RUPS untuk memperoleh persetujuan.
- Dengan diberikannya persetujuan atas laporan tahunan dan pengesahan atas laporan keuangan, berarti RUPS telah memberikan pembebasan dan pelunasan tanggung jawab kepada masing-masing anggota Dewan Komisaris sejauh hal-hal tersebut tercermin dari laporan tahunan, dengan tidak mengurangi tanggung jawab masing-masing anggota Dewan Komisaris dalam hal terjadi tindak pidana atau kesalahan dan atau kelalaian yang menimbulkan kerugian bagi pihak ketiga yang tidak dapat dipenuhi dengan aset perusahaan.
- Pertanggungjawaban Dewan Komisaris kepada RUPS merupakan perwujudan akuntabilitas pengawasan atas pengelolaan perusahaan dalam rangka pelaksanaan asas GCG.

## Accountability of the Board of Commissioners

- In its function as supervisor, the Board of Commissioners submits the supervisory accountability report for the management of the Company by the Board of Directors. The supervisory report of the Board of Commissioners is part of the annual report submitted to the GMS for approval.
- With the approval of the annual report and the ratification of the financial statements, it means that the GMS has granted release and discharge of responsibility to each member of the Board of Commissioners to the extent that these matters are reflected in the annual report, without reducing the responsibility of each member of the Board of Commissioners in the event of a criminal act or mistake and / or negligence that causes losses to third parties that cannot be fulfilled with company assets.
- The responsibility of the Board of Commissioners to the GMS is a manifestation of the supervisory accountability for the management of the company in the context of implementing GCG principles.

## Penilaian Kinerja Komite – Komite Di Bawah Dewan Komisaris

Dewan Komisaris setiap tahun melakukan evaluasi terhadap Kinerja Komite- Komite dibawah Dewan Komisaris. Selama Tahun 2020 Komite-komite dibawah Dewan Komisaris telah menjalankan fungsi dan tanggungjawabnya dengan baik. Komite – komite tersebut antara lain:

1. Komite audit.
2. Komite Manajemen Risiko
3. Komite Nominasi dan Remunerasi.

Dewan Komisaris melakukan Evaluasi atas Kinerja Komite audit Perseroan Tahun 2020 dan memberikan pandangan terhadap Realisasi Program Kerja Tahun 2020 yang meliputi :

1. Memastikan efektivitas sistem pengendalian internal
2. Memastikan efektivitas pelaksanaan tugas KAP
3. Memastikan efektivitas pelaksanaan tugas SPI
4. Menilai pelaksanaan kegiatan serta hasil audit SPI
5. Menilai pelaksanaan kegiatan serta hasil audit oleh KAP.
6. Memastikan efektivitas Sistem Pengendalian manajemen serta pelaksanaannya.
7. Memastikan telah terdapat prosedur evaluasi yang memuaskan terhadap segala informasi yang dikeluarkan dan menilai laporan manajemen Tahun 2020.
8. Melaksanakan penugasan lainnya berdasarkan penugasan Dewan Komisaris dan penugasan lainnya berdasarkan usulan Komite audit yang disetujui oleh Dewan Komisaris
9. Realisasi anggaran tahun 2020.

Dewan Komisaris melakukan Evaluasi atas Kinerja Komite Manajemen Risiko PT P IV Tahun 2020 dan memberikan pandangan terhadap Realisasi Program Kerja Tahun 2020 yang meliputi :

1. Memastikan pengelolaan risiko korporat
2. Kinerja dan pengelolaan Unit Bisnis serta Anak Perusahaan

## Performance Appraisal of Committees Under the Board of Commissioners

The Board of Commissioners annually evaluates the performance of the Committees under the Board of Commissioners. During 2020 the Committees under the Board of Commissioners have carried out their functions and responsibilities properly. These committees include:

1. Audit committee.
2. Risk Management Committee
3. Nomination and Remuneration Committee.

The Board of Commissioners evaluates the performance of the Company's 2020 audit committee and provides views on the 2020 Work Program Realization which includes:

1. Ensuring the effectiveness of the internal control system
2. Ensuring the effectiveness of the implementation of KAP duties
3. Ensuring the effectiveness of the implementation of SPI duties
4. Assessing the implementation of activities and the results of the SPI audit
5. Assessing the implementation of activities and the results of audits by KAP.
6. Ensuring the effectiveness of the Management Control System and its implementation.
7. Ensure that there is a satisfactory evaluation procedure for all information released and assess the 2020 management report.
8. Carry out other assignments based on the assignment of the Board of Commissioners and other assignments based on the recommendations of the audit committee approved by the Board of Commissioners
9. Realization of the 2020 budget.

The Board of Commissioners evaluates the Performance of the PT P IV Risk Management Committee in 2020 and provides views on the Realization of the 2020 Work Program which includes:

1. Ensure corporate risk management
2. Performance and management of Business Units and Subsidiaries



3. Memastikan pelaksanaan pengendalian Internal dan Audit (three lines of defences, risk based audit, IT Audit)

Dewan Komisaris melakukan Evaluasi atas Komite Nominasi dan Remunerasi Perseroan Tahun 2020 dan memberikan pandangan terhadap Realisasi Program Kerja Tahun 2020 yang meliputi :

1. Evaluasi dan persetujuan atas penempatan wakil Perseroan pada beberapa anak perusahaan.
2. Memastikan pelaksanaan peningkatan knowledge melalui training dan sertifikasi bagi SDM sesuai dengan kompetensi masing-masing berjalan secara efektif.
3. Dst.

3. Ensuring the implementation of Internal and Audit controls (three lines of defenses, risk based audit, IT Audit)

The Board of Commissioners evaluates the Company's Nomination and Remuneration Committee 2020 and provides views on the Realization of the 2020 Work Program which includes:

1. Evaluation and approval of the placement of representatives of the Company in several subsidiaries.
2. Ensuring the effectiveness of increasing knowledge through training and certification for human resources in accordance with their respective competencies.
3. Etc.

## DIREKSI

Board of Directors



**Direksi adalah Organ Utama yang berwenang dan bertanggung jawab penuh atas pengurusan Perseroan untuk kepentingan Perusahaan, sesuai dengan maksud dan tujuan Perseroan serta mewakili Perusahaan, baik di dalam maupun di luar pengadilan sesuai dengan ketentuan Anggaran Dasar**

The Board of Directors is the Main Organ that is authorized and fully responsible for the management of the Company for the benefit of the Company, in accordance with the aims and objectives of the Company and represents the Company, both inside and outside the court in accordance with the provisions of the Articles of Association.



Direksi adalah Organ Utama yang berwenang dan bertanggung jawab penuh atas pengurusan Perseroan untuk kepentingan Perusahaan, sesuai dengan maksud dan tujuan Perseroan serta mewakili Perusahaan, baik di dalam maupun di luar pengadilan sesuai dengan ketentuan Anggaran Dasar. Direksi secara umum bertugas menjalankan segala tindakan yang berkaitan dengan pengurusan Perseroan dengan pembatasan-pembatasan sebagaimana diatur dalam peraturan perundang-undangan, Anggaran Dasar dan/atau keputusan RUPS serta mempertanggungjawabkannya kepada RUPS.

Direksi merupakan tokoh sentral sebagai organ eksekutif Perseroan yang memiliki porsi tanggung jawab terbesar dalam mewujudkan tata kelola perusahaan yang baik (*Good Corporate Governance*).

## Komposisi dan Keberagaman Direksi

Pada tanggal 13 April 2020 terjadi perubahan pejabat Direksi di Pelindo IV melalui Keputusan Pemegang Saham, berikut Komposisi Direksi dari 01 Januari 2020 hingga 13 April 2020.

The Board of Directors is the Main Organ that is authorized and fully responsible for the management of the Company for the benefit of the Company, in accordance with the aims and objectives of the Company and represents the Company, both inside and outside the court in accordance with the provisions of the Articles of Association. The Board of Directors in general is tasked with carrying out all actions related to the management of the Company accompanied by restrictions as stipulated in the laws and regulations, the Articles of Association and / or GMS decisions and is obliged to be accountable to the GMS.

The Board of Directors is a central figure as the executive organ of the Company who has the largest portion of responsibility in realizing Good Corporate Governance.

## Composition and Diversity of the Board of Directors

On April 13, 2020, there was a change in the Board of Directors' officers at Pelindo IV through a Shareholder Decree. The following is the composition of the Board of Directors from 01 January 2020 to 13 April 2020.

NAMA Name	JABATAN Position	TANGGAL PENGANGKATAN Date of Appointment
Farid Padang	Direktur Utama President Director	SK- SK.245/MBU/09/2018 SK- SK.245/MBU/09/2018
Riman Sulaiman Duyo	Direktur Operasi dan Komersial Operations and Commercial Director	SK-103/MBU/05/2016 tanggal 16 Mei 2016 SK-103/MBU/05/2016 dated May 16, 2016
Muhammad Asyhari	Direktur SDM Director of HC	SK-265/MBU/12/2017 tanggal 4 Desember 2017 SK-265/MBU/12/2017 dated December 4, 2017
Yon Irawan	Direktur Keuangan Director of Finance	SK-265/MBU/12/2017 tanggal 4 Desember 2017 SK-265/MBU/12/2017 dated December 4, 2017
Prakosa Hadi Takariyanto	Direktur Teknik Director of Engineering	SK-290/MBU/10/2018 tanggal 5 November 2018 SK-290/MBU/10/2018 dated November 5, 2018
Tony Hajar Andenoworih	Direktur Transformasi Dan Pengembangan Bisnis Director of Business Transformation and Development	SK-290/MBU/10/2018 tanggal 5 November 2018 SK-290/MBU/10/2018 dated November 5, 2018

Komposisi Direksi dari 13 April 2020 hingga 31 Desember 2020

Composition of the Board of Directors from 13 April 2020 to 31 December 2020

NAMA Name	JABATAN Position	TANGGAL PENGANGKATAN Date Of Appointment	PERIODE TAHUN Period Of Year	RIWAYAT JABATAN Position History
Prasetyadi	Direktur Utama President Director	SK-113/MBU/04/2020 tanggal 13 April 2020 SK-113/MBU/04/2020 dated 13 April 2020	2020 s.d sekarang 2020 - present	Direktur Operasional PT Pelabuhan Indonesia II/IPC Operational Director of PT Pelabuhan Indonesia II / IPC
Prakosa Hadi Takariyanto	Direktur Teknik Director of Engineering	SK-290/MBU/10/2018 tanggal 5 November 2018 SK-290/MBU/10/2018 dated 5 November 2018	2018 s.d sekarang 2018 - present	General Manager Departemen Investasi PT Wijaya Karya (Persero) Tbk. General Manager of the Investment Department of PT Wijaya Karya (Persero) Tbk.
M. Adji	Direktur Operasi dan Komersial Operations and Commercial Director	SK-210/ MBU/06/2020 tanggal 18 Juni 2020 SK-210/MBU/10/2020 dated 18 June 2020	2020 s.d sekarang 2020 - present	Direktur Utama PT IPC Terminal Petikemas President Director of PT IPC Terminal Petikemas
Muhammad Asyhari	Direktur SDM Director of HC	SK-265/MBU/12/2017 tanggal 4 Desember 2017 SK-265/MBU/12/2017 dated 4 December 2020	2017 s.d sekarang 2017 - present	General Manager Cabang Pelabuhan Tanjung Pinang, Staf Utama Senior KP, Koordinator PMO Pengembangan Bisnis II General Manager of Tanjung Pinang Port Branch, KP Senior Staff, PMO Business Development Coordinator II
Choirul Anwar	Direktur Keuangan Director of Finance	SK-113/MBU/04/2020 tanggal 13 April 2020 SK-113/MBU/04/2020 dated 13 April 2020	2020 s.d sekarang 2020 - present	SVP of Head of Small and Medium Enterprise Banking Group PT Bank Mandiri (Persero) Tbk SVP of Head of Small and Medium Enterprise Banking Group PT Bank Mandiri (Persero) Tbk
I.M Herdianta	Direktur Transformasi Dan Pengembangan Bisnis Director of Business Transformation and Development	SK-113/MBU/04/2020 tanggal 13 April 2020 SK-113/MBU/04/2020 dated 13 April 2020	2020 s.d sekarang 2018-sekarang 2020 - present 2018 - present	Corporate Secretary PT Pelindo IV (Persero) Corporate Secretary of PT Pelindo IV (Persero)



## Penilaian Kelayakan dan Kepatutan Direksi

Calon anggota Direksi harus melalui tahapan Uji Kemampuan dan Kepatutan (fit and proper test) :

## Fit and Proper Assessment of the Board of Directors

Prospective members of the Board of Directors must go through the Fit and Proper Test stages:

NAMA Name	STATUS Status	PELAKSANA FIT AND PROPER TEST Fit and Proper Test Assessor
Prasetyadi	Lulus Qualified	Pemegang Saham Shareholders
Prakosa Hadi Takariyanto	Lulus Qualified	Pemegang Saham Shareholders
M. Adji	Lulus Qualified	Pemegang Saham Shareholders
Muhammad Asyhari	Lulus Qualified	Pemegang Saham Shareholders
Choirul Anwar	Lulus Qualified	Pemegang Saham Shareholders
I.M Herdianta	Lulus Qualified	Pemegang Saham Shareholders

## Pembagian Tugas Anggota Direksi

Direksi Pelindo IV melaksanakan tugas dan tanggung jawabnya secara independen dalam memastikan terselenggaranya pelaksanaan GCG. Direksi terlibat dalam pengambilan keputusan terkait dengan kegiatan operasional sesuai yang ditetapkan dalam anggaran Dasar dan peraturan perundang-undangan yang berlaku.

Berikut tugas dan tanggung jawab setiap jabatan Direksi:

### Direktur Utama

1. Menentukan visi, misi, dan strategi umum Rencana Jangka Panjang Perusahaan, (RJPP) dan Rencana Kerja anggaran Perusahaan (RKAP)
2. Menentukan sasaran perusahaan baik berupa target keuangan, operasional, pemasaran, organisasi, dan pengembangan usaha
3. Penetapan arah kebijakan strategis Perseroan
4. Penguasaan, pemeliharaan, dan pengumuman kekayaan Perseroan
5. Peningkatan efisiensi dan efektivitas Perseroan

## Distribution of Duties of the Members of the Board of Directors

Pelindo IV Directors carry out their duties and responsibilities independently in ensuring the implementation of GCG. The Board of Directors is involved in making decisions related to operational activities as stipulated in the articles of association and the prevailing laws and regulations.

The following are the duties and responsibilities of each position of the Board of Directors:

### President Director

1. Determine the vision, mission, and general strategy of the Company's Long-Term Plan (RJPP) and the Company's budget Work Plan (RKAP)
2. Determine company goals, whether in the form of financial, operational, marketing, organizational, or business development targets
3. Determining the direction of the Company's strategic policies
4. Control, maintenance and announcement of the Company's assets
5. Increasing the efficiency and effectiveness of the Company

6. Pengaturan tugas mewakili Perseroan di dalam dan di luar pengadilan, dengan pembatasan seperti tertera dalam anggaran Dasar Perseroan
7. Penetapan wakil/kuasanya dengan menggunakan surat kuasa
8. Penetapan susunan organisasi Perseroan
9. Pengelolaan dan pengembangan aspek legal
10. Pengelolaan fungsi humas dan manajemen perkantoran
11. Penetapan pola pembinaan, pengembangan, dan pengendalian terhadap fungsi yang ada dalam organ Perseroan

### Direktur Teknik

1. Direktorat Teknik dipimpin oleh Direktur Teknik.
2. Direktorat Teknik mempunyai fungsi perencanaan, pelaksanaan, pembinaan, dan evaluasi program pengembangan dan rekayasa fasilitas dan peralatan pelabuhan, pemeliharaan bangunan dan peralatan pelabuhan, fasilitas penunjang serta lingkungan hidup pelabuhan (*port environment*) sesuai dengan kebijakan yang telah ditetapkan.
3. Untuk menyelenggarakan fungsi sebagaimana dimaksud pada ayat (2), Direktorat Teknik mempunyai tugas sebagai berikut:
  - a. Merumuskan kebijakan, program, sistem dan prosedur kegiatan pengembangan dan rekayasa fasilitas dan peralatan, pemeliharaan bangunan dan peralatan pelabuhan, lingkungan pelabuhan (*port environment*) serta fasilitas penunjang lainnya;
  - b. Merancang, merencanakan dan mengawasi kegiatan pengembangan dan rekayasa fasilitas dan peralatan pelabuhan;
  - c. Merencanakan, mengawasi, dan mengevaluasi program pemeliharaan bangunan di atas air dan di darat, termasuk kolam pelabuhan;
  - d. Merencanakan, mengawasi, dan mengevaluasi program pemeliharaan alat bongkar muat, alat apung, instalasi listrik dan air;
  - e. Merencanakan, mengawasi, dan mengevaluasi program pemeliharaan dan pengendalian lingkungan pelabuhan (*port environment*) serta fasilitas penunjang lainnya.

6. Arrangements for the duties of representing the Company inside and outside the court, along with the restrictions stated in the Articles of Association of the Company
7. Determination of a representative / proxy by using a power of attorney
8. Determination of the Company's organizational structure
9. Management and development of legal aspects
10. Management of public relations and office management functions
11. Determining the pattern of guidance, development and control of functions within the Company's organs

### Director of Engineering

1. The Technical Directorate is led by the Director of Engineering.
2. The Technical Directorate has the functions of planning, implementing, developing, and evaluating the development and engineering program for port facilities and equipment, maintenance of port buildings and equipment, supporting facilities and the port environment in accordance with predetermined policies.
3. To carry out the functions referred to in paragraph (2), the Technical Directorate has the following tasks:
  - a. Formulating policies, programs, systems and procedures for the development and engineering of facilities and equipment, maintenance of port buildings and equipment, port environment and other supporting facilities;
  - b. Design, plan and supervise development and engineering activities of port facilities and equipment;
  - c. Planning, monitoring, and evaluating maintenance programs for buildings above water and on land, including harbor pools;
  - d. Planning, supervising and evaluating the maintenance program for loading and unloading equipment, floating equipment, electricity and water installations;
  - e. Planning, supervising, and evaluating the port environment maintenance and control program and other supporting facilities.

### Direktur Operasi & Komersial

1. Direktorat Operasi dan Komersial dipimpin oleh Direktur Operasi dan Komersial;
2. Direktorat Operasi dan Komersial mempunyai fungsi perencanaan, pelaksanaan, pembinaan, pengendalian dan evaluasi program operasional serta pemasarannya, pengembangan usaha, penyusunan tarif jasa kepelabuhanan yang sesuai dengan kebijakan yang telah ditetapkan;
3. Untuk menyelenggarakan fungsi sebagaimana dimaksud pada ayat (1), Direktorat Operasi dan Komersial mempunyai tugas
  - a. Merumuskan kebijakan, program, sistem dan prosedur kegiatan pelayanan jasa kapal dan jasa Maritim (*Marine and Maritime Services*);
  - b. Merumuskan kebijakan, program, sistem dan prosedur kegiatan pelayanan petikemas, terminal konvensional dan pelayanan barang (*Logistic Services*);
  - c. Merumuskan kebijakan, program, sistem dan prosedur kegiatan pelayanan terminal penumpang, pemanfaatan properti serta jasa kepelabuhanan lainnya (*Other Services*);
  - d. Merumuskan kebijakan, program, sispro kegiatan komersialisasi segmen jasa kepelabuhanan dan fasilitas pelabuhan serta memonitornya;
  - e. Merumuskan kebijakan, program, riset pasar dan menganalisis potensi pasar, peta persaingan, pelanggan potensial dan melaksanakan program *Customer Relationship Management* (CRM);
  - f. Melakukan evaluasi dan penyusunan tarif pelayanan jasa kepelabuhanan;

### Direktur SDM

1. Direktorat SDM dipimpin oleh Direktur SDM.
2. Direktorat SDM mempunyai fungsi perencanaan, pembinaan dan penyelenggaraan di bidang pengelolaan dan pengembangan organisasi dan sumber daya manusia, kerumahtangaan, ketatausahaan, keamanan dan umum sesuai dengan kebijakan yang telah ditetapkan.
3. Untuk menyelenggarakan fungsi sebagaimana dimaksud pada ayat (2), Direktorat SDM mempunyai tugas:

### Operations and Commercial Director

1. The Operations and Commercial Directorate is led by the Operations and Commercial Director;
2. The Operations and Commercial Directorate has the functions of planning, implementing, developing, controlling and evaluating operational programs as well as marketing, business development, compiling port service tariffs in accordance with predetermined policies;
3. To carry out the functions as referred to in paragraph (1), the Operations and Commercial Directorate has the following tasks
  - a. Formulating policies, programs, systems and procedures of services activities of ships and maritime services (*Marine and Maritime Services*)
  - b. Formulating policies, programs, systems and procedures for container service activities, conventional terminals and goods services (*logistic services*)
  - c. Formulating policies, programs, systems and procedures for passenger service activities, use of property and other port services (*other services*)
  - d. Formulate policies, programs, systems and procedures for commercialization of port service segments and port facilities and monitor them;
  - e. Formulating policies, programs, market research and analyzing the potential market, the competitive landscape, potential customers, and implement programs for Customer Relationship Management (CRM)
  - f. Evaluating and preparation service port tariffs

### Director of HC

1. The HC Directorate is led by the HC Director.
2. The Directorate of Human Resources has the function of planning, coaching and administering in the fields of management and development of the organization and human resources, household, administration, security and general affairs in accordance with predetermined policies.
3. To carry out the functions referred to in paragraph (2), the Director of Human Capital has the following tasks:

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>a. Merencanakan, membina dan mengembangkan Sumber Daya Manusia serta melakukan kajian dan analisis serta mengambil langkah-langkah perbaikan guna pengembangan dan pembenahan organisasi;</li> <li>b. Menyusun dan mengevaluasi Masterplan Sumber Daya Manusia sesuai perkembangan bisnis perusahaan;</li> <li>c. Menyusun, menyelenggarakan dan mengevaluasi Pengembangan Karir Pegawai dan Penilaian Kinerja Individu Pegawai (KPI Individu);</li> <li>d. Menyusun, melaksanakan dan mengevaluasi kegiatan Administrasi Kepegawaian dan menerapkan sistem informasi manajemen Sumber Daya Manusia;</li> <li>e. Menyusun dan Mengevaluasi kebijakan terkait Pembinaan Sumber Daya Manusia dan kesejahteraan pegawai serta menyelenggarakan dan mengevaluasi survey kepuasan pegawai dan survey keterikatan pegawai;</li> <li>f. Membina, menyusun kebijakan dan kerumahtanggaan serta keprotokoleran;</li> <li>g. Membina, menyusun kebijakan dan menyelenggarakan sistem kearsipan, pengamanan dan pemeliharaan fasilitas fisik, dokumen serta inventaris perusahaan.</li> </ul> | <ul style="list-style-type: none"> <li>a. Planning, and developing human resources as well as conducting studies and analysis and taking corrective measures for the development and improvement of the organization</li> <li>b. Developing and evaluating Human Resources Master Plan with the development of the Company's business</li> <li>c. Developing, organizing, and evaluating the Employee Career Development and Individual Performance Assessment (KPI Individual)</li> <li>d. Developing, implementing, and evaluating the activities of personnel administration and implementing management information systems of Human Capital</li> <li>e. Developing and evaluating policies related to Human Capital development and welfare of employees as well as organizing and evaluating employee satisfaction survey</li> <li>f. Constructing and developing policies regarding domesticity and precedence</li> <li>g. Developing policies and organizing policies systems, security and maintenance, physical facilities, documents, and inventories of the Company</li> </ul> |
|---|--|

### Direktur Keuangan

1. Direktorat Keuangan dipimpin oleh Direktur Keuangan.
2. Direktorat Keuangan mempunyai fungsi perencanaan, pelaksanaan, pembinaan dan evaluasi di bidang pengelolaan keuangan Perseroan meliputi akuntansi keuangan, akuntansi manajemen, perbendaharaan dan manajemen aset serta pembinaan dan evaluasi bagi anak perusahaan sesuai dengan kebijakan yang telah ditetapkan.
3. Untuk menyelenggarakan fungsi sebagaimana dimaksud pada ayat (2), Direktorat Keuangan mempunyai tugas:
  - a. Membina dan melaksanakan penyusunan rencana kerja dan anggaran secara terpadu dengan direktorat terkait serta mengendalikan pelaksanaan anggaran tahunan Perseroan;

### Director of Finance

1. The Directorate of Finance is led by the Director of Finance.
2. The Directorate of Finance has functions of planning, implementing, developing and evaluating in the field of financial management of the Company including financial accounting, management accounting, treasury and asset management as well as guidance and evaluation for subsidiaries in accordance with established policies.
3. To carry out the functions referred to in paragraph (2), the Directorate of Finance has the following tasks:
  - a. Developing and implementing the work plans and budgets in an integrated manner with the relevant Directorate, as well as controlling the implementation of the Company's annual budget



- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>b. Membina dan melaksanakan kegiatan akuntansi keuangan, akuntansi manajemen, dan akuntansi biaya;</li> <li>c. Membina, melaksanakan, mengevaluasi dan mengendalikan utang piutang, manajemen arus kas, dan perbendaharaan Perseroan;</li> <li>d. Merencanakan, mengelola dan mengevaluasi penyediaan pendanaan/pembiayaan pengembangan usaha dan investasi dengan skema <i>financing</i> yang memberikan nilai tambah bagi Perseroan;</li> <li>e. Merencanakan, mengelola, dan mengevaluasi pemetaan dan pengelolaan aset menuju kondisi <i>clean and clearance</i>;</li> <li>f. Membina dan melaksanakan transaksi keuangan dan melaksanakan verifikasi transaksi keuangan Perseroan;</li> <li>g. Membina dan melaksanakan program perpajakan, perencanaan pajak (<i>tax planning</i>), menyusun laporan keuangan versi fiskal, pengendalian kewajiban perpajakan Perseroan serta verifikasi laporan keuangan Cabang;</li> </ul> | <ul style="list-style-type: none"> <li>b. Maintaining and conducting financial accounting, management accounting and cost accounting</li> <li>c. Establishing, implementing, evaluating, and controlling debts, cash flow management and treasury of the Company</li> <li>d. Planning, managing and evaluating the provision of funding/financing business development and investment with financing schemes that provide added value for the Company</li> <li>e. Planning, managing, and evaluating asset mapping and management towards clean condition and clearance</li> <li>f. Developing and performing financial transactions and verification of financial transactions of the Company</li> <li>g. Developing and implementing the program of taxation, tax planning, preparing financial statements in fiscal versions, controlling tax obligations of the Company, as well as the verification of financial statements of Branch offices</li> </ul> |
|---|---|

### Direktur Transformasi dan Pengembangan Bisnis

1. Direktorat Transformasi dan Pengembangan Bisnis dipimpin oleh Direktur Transformasi dan Pengembangan Bisnis.
2. Direktorat Transformasi dan Pengembangan Bisnis mempunyai fungsi perencanaan, pembinaan, penyelenggaraan dan evaluasi terhadap program transformasi dan pengembangan bisnis perusahaan sesuai dengan kebijakan yang telah ditetapkan.
3. Untuk menyelenggarakan fungsi sebagaimana dimaksud pada ayat (2), Direktorat Transformasi dan Pengembangan Bisnis mempunyai tugas:
  - a. Merencanakan, menyusun dan mengembangkan program transformasi bisnis perusahaan;
  - b. Menyusun, menetapkan dan mengevaluasi arah kebijakan program – program pengembangan bisnis perusahaan;
  - c. Menyusun, menyelenggarakan, mengembangkan dan mengevaluasi kegiatan – kegiatan yang dilaksanakan pada unit kerja dan anak perusahaan sesuai dengan kebijakan dan rencana jangka Panjang perseroan;

### Director of Business Transformation and Development

1. The Directorate for Business Transformation and Development is led by the Director for Business Transformation and Development.
2. The Directorate of Business Transformation and Development has the function of planning, coaching, organizing and evaluating the company's business transformation and development program in accordance with predetermined policies.
3. To carry out the functions referred to in paragraph (2), the Directorate of Business Transformation and Development has the following tasks:
  - a. Planning, compiling and developing the company's business transformation program;
  - b. Compile, determine and evaluate the policy direction of the company's business development programs;
  - c. Compile, organize, develop and evaluate activities carried out in work units and subsidiaries in accordance with the company's long-term policies and plans;

- d. Menyusun, melaksanakan dan mengevaluasi program manajemen rantai pasokan logistik perseroan dan transformasi pengetahuan terkait bidang usaha komersial perusahaan dan sumber daya manusia;
- e. Menyusun, melaksanakan dan mengevaluasi program manajemen risiko sesuai dengan ketentuan perseroan;
- f. Menyusun, menetapkan, mengembangkan kebijakan mutu dan K3L, serta standarisasi untuk kebutuhan bisnis perusahaan dan pemenuhan ketentuan regulasi (*Regulation Compliance*).

### Pembagian Tugas Direktur Sebagai Pembina Cabang

1. Direktur Teknik, bertanggung jawab untuk melakukan pembinaan terhadap cabang Ambon, Cabang Ternate, Cabang Fak-Fak, Cabang Pantoloan dan Makassar New Port;
2. Direktur Operasi dan Komersial, bertanggung jawab untuk melakukan pembinaan terhadap cabang Tanjung Redeb, Cabang Bontang, UPK Sangatta, Cabang samarinda dan Balikpapan;
3. Direktur Sumber Daya Manusia, bertanggung jawab untuk melakukan pembinaan terhadap cabang Jayapura, Cabang Biak, Cabang Manokkwari, Cabang Sorong dan Cabang Merauke;
4. Direktur Keuangan, bertanggung jawab untuk melakukan pembinaan terhadap Cabang Nunukan, Cabang Tarakan, Cabang Kendari, Cabang Toli-Toli, dan Cabang Makassar;
5. Direktur Transformasi dan Pengembangan Bisnis, bertanggung jawab untuk melakukan pembinaan terhadap cabang Terminal Pertikemas Makassar, Terminal Petikemas Bitung, Cabang Bitung, Cabang Gorontalo dan Cabang Manado.

### Pembagian Tugas Direktur Sebagai Pembina Unit Kerja Kantor Pusat

1. Direktur Utama, bertanggung jawab untuk melakukan pembinaan terhadap Satuan Pengawasan Internal dan Sekretaris Perusahaan;
2. Direktur Teknik, bertanggung jawab untuk melakukan pembinaan pada Biro Logistik;
3. Direktur Sumber Daya Manusia, bertanggung jawab untuk melakukan pembinaan pada Biro Hukum;

- d. Compile, implement and evaluate the company's logistics supply chain management program and knowledge transformation related to the company's commercial business and human resources;
- e. Develop, implement and evaluate risk management programs in accordance with company regulations;
- f. Compile, stipulate, develop quality and K3L policies, as well as standardize company business needs and regulatory compliance.

### Division of Duties of the Director as Branch Manager

1. Director of Engineering, responsible for providing guidance to Ambon Branch, Ternate Branch, Fak-Fak Branch, Pantoloan Branch and Makassar New Port;
2. Director of Operations and Commercial, responsible for providing guidance to the Tanjung Redeb branch, Bontang branch, UPK Sangatta, samarinda branch and Balikpapan;
3. Director of Human Capital, responsible for providing guidance to the Jayapura branch, the Biak branch, the Manokkwari branch, the Sorong branch and the Merauke branch;
4. Director of Finance, is responsible for providing guidance to the Nunukan Branch, Tarakan Branch, Kendari Branch, Toli-Toli Branch and Makassar Branch;
5. Director of Business Transformation and Development, is responsible for providing guidance to the Makassar Pertikemas Terminal, Bitung Container Terminal, Bitung Branch, Gorontalo Branch and Manado Branch.

### Division of Duties of the Director as Supervisor of the Head Office Work Unit

1. President Director, is responsible for providing guidance to the Internal Control Unit and the Corporate Secretary;
2. Director of Engineering, responsible for providing guidance to the Logistics Bureau;
3. Director of Human Capital, is responsible for providing guidance to the Legal Bureau;

4. Direktur Keuangan, bertanggung jawab untuk melakukan pembinaan Pada Buiro Strategis Perusahaan;
5. Direktur Transformasi dan Pengembangan Bisnis, bertanggung jawab untuk melakukan pembinaan untuk Biro Information Technology dan Program Kemitraan dan Pembinaan Lingkungan (PKBL).

## Pedoman Kerja Direksi

Pada struktur keorganisasian Perusahaan, Direksi merupakan penanggung jawab operasional tertinggi. Dalam menjalankan fungsi tersebut, Direksi wajib berupaya menerapkan praktik terbaik atas pengelolaan Perusahaan. Selain itu, diperlukan deskripsi pembagian tugas, wewenang, dan mekanisme koordinasi yang jelas antara anggota- anggota Direksi guna terwujudnya pengelolaan Perusahaan yang efektif dan efisien. Perseroan memiliki panduan tata laksana kerja Direksi yang merupakan bagian tidak terpisahkan dari Tata Laksana Kerja Direksi-Dewan Komisaris.

*Board of Director Manual* (BoD Manual) merupakan bagian dari *soft structure* GCG sekaligus merupakan perwujudan komitmen Direksi terhadap implementasi prinsip-prinsip GCG, yaitu transparansi, akuntabilitas, tanggung jawab, independensi, dan keadilan. Selain itu, BoD Manual juga merupakan wujud komitmen Direksi terhadap pemenuhan ketentuan pada peraturan/ perundang-undangan yang berlaku, Anggaran Dasar Perusahaan, serta standar etika yang berlaku di Perusahaan.

## Tujuan Board Manual Direksi

1. Sebagai panduan bagi Dewan Komisaris dan Direksi dalam melaksanakan tugasnya secara profesional dan bertanggung jawab.
2. Meningkatkan kualitas dan efektivitas dan hubungan kerja antara Dewan Komisaris dengan Direksi.
3. Menjabarkan hubungan kerja Dewan Komisaris dan Direksi dalam melaksanakan tugas agar tercipta pengelolaan perusahaan yang profesional dan sesuai dengan prinsip-prinsip tata kelola perusahaan yang baik (*Good Corporate Governance*).

4. Director of Finance, is responsible for providing guidance to the Company's Strategic Buiro;
5. Director of Business Transformation and Development, is responsible for providing guidance for the Information Technology Bureau and the Partnership and Environmental Development Program (PKBL).

## Directors Work Guidelines

In the organizational structure of the Company, the Board of Directors acts as the body in charge of highest operations. In carrying out its functions, the Board of Directors must strive to apply best practices in the management of the Company. In addition, a clear description of the division of duties, powers and coordination mechanisms between members of the Board of Directors is required so that the Company can be managed effectively and efficiently. The Company has guidelines for the work procedures of the Board of Directors which are an integral part of the Work Procedure for the Board of Directors and the Board of Commissioners.

The Board of Directors Manual (BoD Manual) is part of the GCG soft structure as well as a manifestation of the Board of Directors' commitment to the implementation of GCG principles, namely transparency, accountability, responsibility, independence and fairness. In addition, the BoD Manual is also proof of the Board of Directors' commitment to compliance with the provisions of the prevailing laws / regulations, the Company's Articles of Association, as well as the ethical standards that apply in the Company.

## Purpose of the Board Manual of the Board of Directors

1. As a guide for the Board of Commissioners and Directors in carrying out their duties professionally and responsibly.
2. Improve the quality and effectiveness and the working relationship between the Board of Commissioners and the Board of Directors.
3. Describes the working relationship of the Board of Commissioners and the Board of Directors in carrying out their duties in order to create a professional company management and in accordance with the principles of good corporate governance.

Aspek-aspek Pedoman Kerja Direksi terdiri atas:

1. Fungsi Dewan Komisaris
2. Persyaratan dan Komposisi Dewan Komisaris
3. Program Pengenalan dan Pendalaman Pengetahuan
4. Etika jabatan
5. Tugas dan Kewajiban Dewan Komisaris
6. Wewenang Dewan Komisaris
7. Hak Dewan Komisaris
8. Rapat Dewan Komisaris
9. Hubungan Kerja Antara Dewan Komisaris dan Direksi
10. Evaluasi Kinerja Dewan Komisaris
11. Organ Pendukung Dewan Komisaris

BAGIAN KEDUA : DIREKSI

1. Fungsi Direksi
2. Kualifikasi dan Komposisi Direksi
3. Program Pengenalan dan Pendalaman pengetahuan
4. Independensi Direksi
5. Etika Jabatan
6. Tugas dan Kewajiban Direksi
7. Wewenang
8. Hak-Hak Direksi
9. Penetapan Kebijakan Pengurusan Perseroan oleh Direksi
10. Pendelegasian wewenang di antara Anggota Direksi Perseroan
11. Pembagian Tugas Direksi
12. Rapat Direksi
13. Sekretaris Perusahaan
14. Satuan Pengawas Intern
15. Penggunaan Saran Profesional

## Kriteria Penunjukan dan Independensi

Penunjukan anggota Direksi Perusahaan harus memenuhi kriteria antara lain: tidak pernah dinyatakan pailit atau bersalah yang menyebabkan suatu perusahaan dinyatakan pailit; tidak pernah melakukan tindakan tercela, tidak pernah dihukum karena melakukan tindak pidana kejahatan, tidak memiliki jabatan rangkap sebagai Komisaris, Direksi atau Pejabat Eksekutif pada perusahaan sejenis, dan atau lembaga lain; dan tidak memiliki hubungan keuangan dan hubungan keluarga

The aspects of the Board of Directors Work Guidelines consist of:

1. Functions of the Board of Commissioners
2. Requirements and Composition of the Board of Commissioners
3. Orientation and Knowledge Development Program
4. Job ethics
5. Duties and Obligations of the Board of Commissioners
6. Authority of the Board of Commissioners
7. Rights of the Board of Commissioners
8. Board of Commissioners Meeting
9. Work Relationship Between the Board of Commissioners and the Board of Directors
10. Performance Evaluation of the Board of Commissioners
11. Supporting Organs of the Board of Commissioners

PART TWO: BOARD OF DIRECTORS

1. The function of the Board of Directors
2. Qualifications and Composition of the Board of Directors
3. Orientation and Knowledge Development Program
4. Independence of the Board of Directors
5. Position Ethics
6. Duties and Obligations of the Board of Directors
7. Authority
8. Directors' Rights
9. Determination of the Company Management Policy by the Board of Directors
10. Delegation of authority among the Members of the Board of Directors of the Company
11. Division of Duties of the Board of Directors
12. Board of Directors Meeting
13. Company Secretary
14. Internal Supervisory Unit
15. Use of Professional Advice

## Appointment and Independence Criteria

The appointment of a member of the Company's Board of Directors must meet the following criteria: have never been declared bankrupt or guilty of causing a company to go bankrupt; have never committed a disgraceful act, have never been convicted of a criminal act, have no dual position as a Commissioner, Director or Executive Officer at similar companies and or other institutions; and have no financial and family relationships with members of the Board of Commissioners, other members of the



dengan anggota Dewan Komisaris, anggota Direksi lain dan/atau Pemegang Saham Perusahaan.

Board of Directors and / or the Company's Shareholders.

## Hubungan Afiliasi Direksi dengan Dewan Komisaris dan Pemegang Saham Utama/Pengendali

Direksi Perusahaan menjalankan tanggung jawabnya secara independen dan tidak mendapat intervensi dari pemegang saham ataupun pihak manapun lainnya. Direksi dalam menyelesaikan masalah dalam Perusahaan selalu mengesampingkan kepentingan pribadi dan menghindari benturan kepentingan.

## Affiliation Relationship between the Board of Directors and the Board of Commissioners and Major / Controlling Shareholders

The Company's Directors carry out their responsibilities independently without intervention from shareholders or any other party. In resolving problems within the Company, the Board of Directors must always put aside their personal interests and avoid conflicts of interest.

Nama Name	Hubungan Keluarga Dengan Family Relationship With			Hubungan Keuangan Dengan Financial Relationship With		
	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang saham Shareholders	Dewan Komisaris Board of Commissioners	Direksi Board of Directors	Pemegang saham Shareholders
Prasetyadi	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
M. Adji	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Muhammad Asyhari	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Choirul Anwar	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
Prakosa Hadi Takariyanto	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No
I.M Herdianta	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No	Tidak No

## Rangkap Jabatan dan Kepemilikan Saham

## Dual Position and Share Ownership

NAMA Name	KEPENGURUSAN DAN KEPEMILIKAN SAHAM PADA PERUSAHAAN LAIN Management and Share Ownership in Other Companies		
	DEWAN KOMISARIS Board of Commissioners	DIREKSI Board of Directors	PEMEGANG SAHAM Shareholders
Prasetyadi	Komisaris Utama PT Equiport Inti Indonesia President Commissioner of PT Equiport Inti Indonesia	Tidak No	Tidak No
M. Adji	Komisaris PT Kaltim Karingau Terminal Commissioner of PT Kaltim Karingau Terminal	Tidak No	Tidak No
Muhammad Asyhari	Komisaris Utama PT Intan Sejahtera Utama President Commissioner of PT Intan Sejahtera Utama	Tidak No	Tidak No
Choirul Anwar	Tidak No	Tidak No	Tidak No
Prakosa Hadi Takariyanto	Tidak No	Tidak No	Tidak No
I.M Herdianta	Komisaris Utama PT Nusantara Terminal Service President Commissioner of PT Nusantara Terminal Service	Tidak No	Tidak No

## Pernyataan Independensi dan Potensi Benturan Kepentingan

Pada awal dan akhir tahun periode tahun buku seluruh anggota Direksi menandatangani pernyataan untuk bersikap independen dan menghindari benturan kepentingan dalam menjalankan fungsi dan tugasnya.

## Statement of Independence and Potential Conflicts of Interest

At the beginning and end of the year for the financial year period, all members of the Board of Directors sign a statement of willingness to be independent and avoid conflicts of interest in carrying out their functions and duties.

## Kepemilikan Saham Anggota Direksi beserta keluarga

## Share Ownership of Members of the Board of Directors and their families

Nama Name	Kepemilikan Saham oleh Pribadi Ownership of Shares by Individuals		Kepemilikan saham oleh keluarga Ownership of Shares by Family	
	Di Perusahaan In the Company	Di Perusahaan Lain In Other Companies	Di Perusahaan In the Company	Di Perusahaan Lain In Other Companies
Prasetyadi	-	-	-	-
M. Adji	-	-	-	-
Muhammad Asyhari	-	-	-	-
Choirul Anwar	-	-	-	-
Prakosa Hadi Takariyanto	-	-	-	-
I.M Herdianta	-	-	-	-

## Program Pengenalan untuk Direksi yang Baru Ditunjuk/Menjabat

Sejalan dengan kebijakan di Dewan Komisaris, Perseroan juga telah memiliki kebijakan dan mekanisme bagi anggota Direksi yang baru ditunjuk/menjabat diberikan informasi terkait Perusahaan secara komprehensif dan representatif. Informasi yang diberikan ini merupakan bentuk pengenalan dari Perusahaan kepada anggota Direksi terpilih. Kegiatan ini dilaksanakan melalui koordinasi Sekretaris Perusahaan bekerja sama dengan Sekretaris Dewan Komisaris bila ada anggota Dewan Komisaris yang terpilih juga.

## Orientation Program for Newly Appointed / Serving Directors

In line with the policies of the Board of Commissioners, the Company has policies and mechanisms for providing comprehensive and representative information related to the Company for newly appointed / serving members of the Board of Directors. The information provided is a form of introduction from the Company to selected members of the Board of Directors. This activity is carried out in coordination with the Corporate Secretary in collaboration with the Secretary of the Board of Commissioners if a member of the Board of Commissioners is also elected.

Perseroan memiliki kebijakan yang menjadi pedoman pelaksanaan program pengenalan Direksi. Program pengenalan Direksi dijalankan sesuai Keputusan Direksi No. 030.K/020/DIR/2014 tentang Tata Laksana Kerja Direksi (Board of Directors/BoD Manual) Pelindo IV. Program pengenalan dilaksanakan selambat-lambatnya 1 bulan setelah pengangkatan Direktur.

The Company has a policy that guides the implementation of the Board of Directors introduction program. The Directors' introduction program is carried out in accordance with the Directors Decree No. 030.K / 020 / DIR / 2014 concerning Pelindo IV's Board of Directors (BoD Manual). The Orientation Program is carried out no later than 1 month after the appointment of the Director.

Materi-materi pengenalan dalam program tersebut meliputi:

1. Pelaksanaan prinsip-prinsip GCG oleh Pelindo IV;
2. Gambaran mengenai Perusahaan sesuai RJPP Perusahaan, berkaitan dengan tujuan, sifat, lingkup kegiatan, kinerja keuangan dan operasi, strategi, rencana usaha jangka pendek dan jangka panjang, posisi kompetitif Perusahaan, serta risiko dan berbagai masalah strategis lain;
3. Keterangan berkaitan dengan kewenangan yang didelegasikan, audit internal dan eksternal, sistem dan kebijakan pengendalian internal, termasuk Komite Audit;

Pada pelaksanaannya, program pengenalan Direksi Perseroan dapat berupa presentasi, pertemuan, kunjungan ke Perusahaan/Anak Perusahaan, pengkajian dokumen, atau kegiatan lain yang dianggap sesuai. Pada tahun 2020 terjadi pergantian susunan Direksi, yakni pada komposisi Direktur Utama, Direktur Operasi dan Komersial, Direktur Keuangan dan Direktur Transformasi dan Pengembangan Bisnis. Pelaksanaan program pengenalan terhadap susunan Direksi untuk periode setelah pergantian tersebut dilakukan Rapat Internal Direksi yang dilaksanakan pada tanggal 15 April 2020. Dalam program induksi tersebut, disampaikan beberapa materi antara lain:

1. Perkenalan Company Profile
2. Good Corporate Governance (GCG)
3. Whistle Blowing System
4. Pengendalian Gratifikasi
5. Asset Management
6. Rencana Jangka Panjang Perusahaan

Program pengenalan terhadap susunan Direksi baru pada **Direktur Operasi dan Komersial**. Dilaksanakan pada Rapat Internal Direksi pada tanggal 30 Juni 2020. Dalam program induksi tersebut, disampaikan beberapa materi antara lain:

1. Perkenalan Company Profile
2. *Good Corporate Governance* (GCG)
3. *Whistle Blowing System*
4. Pengendalian Gratifikasi
5. Asset Management
6. Rencana Jangka Panjang Perusahaan

Introductory materials in the program include:

1. Implementation of GCG principles by Pelindo IV;
2. Description of the Company in accordance with the Company's RJPP, relating to its objectives, nature, scope of activities, financial and operational performance, strategy, short-term and long-term business plans, the Company's competitive position, as well as risks and various other strategic issues;
3. Information relating to delegated authority, internal and external audits, internal control systems and policies, including the Audit Committee;

In its implementation, the orientation program of the Board of Directors of the Company may take the form of presentations, meetings, visits to the Company / Subsidiaries, document review, or other activities deemed appropriate. In 2020 the composition of the Board of Directors changed, namely in the composition of the President Director, Director of Operations and Commercial, Director of Finance and Director of Business Transformation and Development. The orientation program was held for the new Board of Directors composition in the form of an Internal Meeting of the Directors which was held on April 15, 2020. In the induction program, several materials were presented, including:

1. Company Profile Introduction
2. Good Corporate Governance (GCG)
3. Whistle Blowing System
4. Gratuity Control
5. Asset Management
6. Long Term Company Plan

The orientation program for the composition of the new Board of Directors for the Operations and Commercial Directors was held at the Board of Directors Internal Meeting on June 30, 2020. In the induction program, several materials were presented, including:

1. Company Profile Introduction
2. *Good Corporate Governance* (GCG)
3. *Whistle Blowing System*
4. Gratuity Control
5. Asset Management
6. Long Term Company Plan

## Program Peningkatan (Pengembangan) Kompetensi Direksi

Sejalan dengan program peningkatan (pengembangan) kompetensi di Dewan Komisaris, Direksi juga sebagai pemimpin manajemen puncak merasa perlu memperkuat kompetensi dan keahliannya sehingga lebih siap dan mumpuni khususnya terkait dinamika yang terjadi di seputar bisnis Perusahaan. Selama tahun 2020 Direksi telah mengikuti program peningkatan kompetensi ini dengan uraian sebagai berikut:

## Competency Development Program for the Board of Directors

In line with the competency development program at the Board of Commissioners, the Board of Directors, as top management leader, also feels the need to strengthen their competencies and expertise so that they are better prepared to face the dynamics surrounding the Company's business. During 2020, the Board of Directors has participated in the following competency development programs:

No	Nama Anggota Direksi Name of the members of the Board of Directors	Nama Program Program name	Nama Penyelenggara Organizer Name	Waktu Time
1.	Prasetyadi	A Speaker During : The 8Th International Conference On Transportation And Logistica (T-Log 2020)	T-Log 2020	September
2.	M. Adji			
3.	Muhammad Asyhari	A Speaker Seminar Costumer Gathering PPM Manajemen "Perusahaan Menghadapi New Normal"	Ppm Manajemen	2020
		A Spekaer "Transformasi Sistem Pengembangan Sdm Di Masa Adaptasi Kebiasaan Baru"	Asosiasi Ahli Pialang Asuransi Dan Reasuransi Indonesia (Apari)	September
		Pojok Pintar Manajemen "Spesial Edition Akhlak"	Ppm Manajemen	Juli July
		Sharing Session "Transformasi Pengelolaan Sdm"	Pt Pelindo I (Persero)	2020
		A Speaker "Be Fun At Working Environment"	Greatmiles Pt Pelindo Iv (Persero)	Januari January
		Training Esq New Chapter	Esq Leadership Center	Juli July
4.	Choirul Anwar	Narasumber Seminar Bank Syariah Mandiri (Bsm)	Bank Mandiri Syariah	September
5.	Prakosa Hadi Takariyanto	Certified Professional Coach	Coaching Indonesia Transforming People And Organization	September



No	Nama Anggota Direksi Name of the members of the Board of Directors	Nama Program Program name	Nama Penyelenggara Organizer Name	Waktu Time
6.	I.m Herdianta	Panelis Pengembangan Kawasan Ekonomi Khusus Di Sulawesi Utara	Irai	Juli July
		Intelligence Driven Modern Soc: A Future-Ready Outfit	Open Gov Asia	Agustus August
		Rakerkonprov Dpp Apindo Sulawesi Selatan	Apindo Sulsel	September
		Pembicara Pada Optimalisasi Tol Laut Menuju Indonesia Sebagai Porosmaritim Dunia 2045	Insa	Oktober October
		Seminar Tantangan Logistik Indonesia Sebagai Negara Archipelago	Irai	Oktober October
		Program Leader As A Meaning Maker 2020	Act Consulting	November
		Ceo Talk "Menjadi Ceo Ber-Akhlak"	Act Consulting	November
		Mitigasi Risiko Strategi Untuk Keberlanjutan Bisnis Perusahaan	Pgn "Energy For Live"	Desember December

## Rapat Direksi

Direksi mengadakan rapat internal setiap kali dianggap perlu, namun sekurang-kurangnya sekali dalam 1 bulan. Direksi mengupayakan agar Rapat Direksi diselenggarakan minimal satu kali dalam satu minggu sesuai Tata Laksana Kerja Direksi Bab IV Sub Bab B serta dihadiri seluruh anggota Direksi dan Sekretaris Perusahaan yang bertugas menyusun Risalah Rapat Direksi. Setiap keputusan strategis wajib ditetapkan melalui Rapat Direksi Perusahaan, dan pengambilan keputusan dilakukan berdasarkan musyawarah mufakat. Hasil Rapat dituangkan dalam risalah rapat dan diadministrasikan dengan baik, termasuk bila terjadi dissenting opinion.

## Kehadiran Direksi dalam Rapat Direksi

Rekapitulasi kehadiran anggota Direksi dalam Rapat Internal Direksi selama tahun 2020 adalah sebagai berikut:

1. Rapat Internal Direksi selama tahun 2020 dilakukan sebanyak 35 (tiga puluh lima) kali. Jumlah kehadiran Rapat Direksi adalah sebagai berikut:

## Board of Directors Meeting

The Board of Directors holds an internal meeting whenever deemed necessary, at least once a month. The Board of Directors strives for the Board of Directors Meeting to be held at least once a week in accordance with the Board of Directors Work Procedure Chapter IV Sub Chapter B and attended by all members of the Board of Directors and the Corporate Secretary who are tasked with compiling the Minutes of the Board of Directors Meeting. Every strategic decision must be determined through a meeting of the Company's Board of Directors, and decision making is made based on collective consensus. The results of the Meeting are recorded in the minutes of the meeting and are well administered, including in the event of a dissenting opinion.

## Attendance of the Board of Directors at the Board of Directors Meeting

The recapitulation of attendance of members of the Board of Directors at the Board of Directors Internal Meetings during 2020 is as follows:

1. The Board of Directors Internal Meetings during 2020 were held 35 (thirty five) times. The number of attendance at the Board of Directors Meeting is as follows:

NAMA Name	JABATAN Position	JUMLAH RAPAT Number of Meetings	JUMLAH KEHADIRAN Number of Attendance	KEHADIRAN (%) Attendance (%)
Prasetyadi	Direktur Utama President Director	28	28	100
M. Adji	Direktur Operasi dan Komersial Operations and Commercial Director	15	13	87
Muhammad Asyhari	Direktur Sumber Daya Manusia Director of Human Capital	35	30	86
Choirul Anwar	Direktur Keuangan Director of Finance	28	25	89
Prakosa Hadi Takariyanto	Direktur Teknik Director of Engineering	35	32	91
I.M Herdianta	Direktur Transformasi Dan Pengembangan Bisnis Director of Business Transformation and Development	28	26	93
Farid Padang*	Direktur Utama President Director	7	7	100
Riman S. Duyo*	Direktur Operasi dan Komersial Operations and Commercial Director	22	21	95
Yon Irawan*	Direktur Keuangan Director of Finance	5	5	100
Tony Hajar Andenoworith*	Direktur Transformasi dan Pengembangan Bisnis Director of Business Transformation and Development	7	6	86

\*) Pemberhentian Anggota Direksi pada Tahun 2020.

\*) Dismissal of Members of the Board of Directors in 2020.

2. Rapat Gabungan Direksi dan Dewan Komisaris selama tahun 2020 dilakukan sebanyak 12 (dua belas) kali. Jumlah kehadiran Rapat Gabungan Direksi dan Dewan Komisaris adalah sebagai berikut:

2. The Joint Meetings of the Board of Directors and the Board of Commissioners during 2020 were held 12 (twelve) times. The number of attendance at the Joint Meeting of the Board of Directors and the Board of Commissioners is as follows:

NAMA Name	JABATAN Position	RAPAT BERSAMA Joint Meeting	HADIR Attendance	KEHADIRAN (%) Attendance (%)
Prasetyadi	Direktur Utama President Director	9	9	100
M. Adji	Direktur Operasi dan Komersial Operations and Commercial Director	6	6	100
M. Asyhari	Direktur Sumber Daya Manusia Director of Human Capital	13	13	100
Choirul Anwar	Direktur Keuangan Director of Finance	9	9	100
Prakosa H. Takariyanto	Direktur Teknik Director of Engineering	13	13	100

NAMA Name	JABATAN Position	RAPAT BERSAMA Joint Meeting	HADIR Attendance	KEHADIRAN (%) Attendance (%)
I.M Herdianta	Direktur Transformasi Dan Pengembangan Bisnis Director of Business Transformation and Development	9	9	100
Farid Padang*	Direktur Utama President Director	4	4	100
Riman S. Duyo*	Direktur Operasi dan Komersial Operations and Commercial Director	7	7	100
Yon Irawan*	Direktur Keuangan Director of Finance	3	3	100
Tony Hajar Andenoworith*	Direktur Transformasi dan Pengembangan Bisnis Director of Business Transformation and Development	4	4	100

\*) Pemberhentian Anggota Direksi pada Tahun 2020.

\*) Dismissal of Members of the Board of Directors in 2020.

3. Rapat Eksternal Direksi selama tahun 2020 dilakukan sebanyak 19 (Sembilan belas) kali. Jumlah kehadiran Rapat Eksternal Direksi adalah sebagai berikut:

3. External Meetings of the Board of Directors during 2020 were held 19 (nineteen) times. The attendance at the External Meeting of the Board of Directors is as follows:

NAMA Name	JABATAN Position	JUMLAH RAPAT Number of Meetings	JUMLAH KEHADIRAN Number of Attendance	KEHADIRAN (%) Attendance (%)
Prasetyadi	Direktur Utama President Director	15	14	93
M. Adji	Direktur Operasi dan Komersial Operations and Commercial Director	10	8	80
M. Asyhari	Direktur Sumber Daya Manusia Director of Human Capital	19	16	84
Choirul Anwar	Direktur Keuangan Director of Finance	15	12	80
Prakosa H. Takariyanto	Direktur Teknik Director of Engineering	19	17	89
I.M Herdianta	Direktur Transformasi Dan Pengembangan Bisnis Director of Business Transformation and Development	15	12	80
Farid Padang*	Direktur Utama President Director	4	3	75
Riman S. Duyo*	Direktur Operasi dan Komersial Operations and Commercial Director	8	6	75
Tony Hajar Andenoworith*	Direktur Transformasi dan Pengembangan Bisnis Director of Business Transformation and Development	4	3	75

\*) Pemberhentian Anggota Direksi pada Tahun 2020.

\*) Dismissal of Members of the Board of Directors in 2020.

4. Rapat Direksi dengan Pemegang Saham selama tahun 2020 dilakukan sebanyak 3 (tiga) kali. Jumlah kehadiran Rapat Direksi dengan Pemegang Saham adalah sebagai berikut:

4. Meetings of the Board of Directors and Shareholders during 2020 were held 3 (three) times. The number of attendance at the Board of Directors' Meeting with Shareholders is as follows:

NAMA Name	JABATAN Position	JUMLAH RAPAT Number of Meetings	JUMLAH KEHADIRAN Number of Attendance	KEHADIRAN (%) Attendance (%)
Prasetiyadi	Direktur Utama President Director	3	3	100
M. Adji	Direktur Operasi dan Komersial Operations and Commercial Director	3	3	100
M. Asyhari	Direktur Sumber Daya Manusia Director of Human Capital	3	3	100
Choirul Anwar	Direktur Keuangan Director of Finance	3	3	100
Prakosa H. Takariyanto	Direktur Teknik Director of Engineering	3	3	100
I.M Herdianta	Direktur Transformasi dan Pengembangan Bisnis Director of Business Transformation and Development	3	3	100

5. Rapat Benchmarking (Studi Banding) di lingkungan Pelindo IV selama tahun 2020 sebanyak 1 (satu) kali. Jumlah kehadiran Rapat Benchmarking (Studi Banding) adalah sebagai berikut:

5. Benchmarking Meetings (Comparative Studies) in Pelindo IV during 2020 were held 1 (one) time. The number of attendance at the Benchmarking Meeting (Comparative Study) is as follows:

NAMA Name	JABATAN Position	JUMLAH RAPAT Number of Meetings	JUMLAH KEHADIRAN Number of Attendance	KEHADIRAN (%) Attendance (%)
Prasetiyadi	Direktur Utama President Director	1	1	100
M. Adji	Direktur Operasi dan Komersial Operations and Commercial Director	1	1	100
M. Asyhari	Direktur Sumber Daya Manusia Director of Human Capital	1	1	100
Choirul Anwar	Direktur Keuangan Director of Finance	1	1	100
Prakosa H. Takariyanto	Direktur Teknik Director of Engineering	1	1	100
I.M Herdianta	Direktur Transformasi dan Pengembangan Bisnis Director of Business Transformation and Development	1	1	100

6. Rapat Manajemen Direksi dengan BoD-1 (Rekapitulasi Rapat Kerja I dan II Pelindo IV) selama tahun 2020 dilakukan sebanyak 9 (Sembilan) kali. Jumlah kehadiran Rapat Manajemen Direksi dengan Bod-1 adalah sebagai berikut:

6. Board of Directors Management Meetings with BoD-1 (Recapitulation of Pelindo IV Work Meetings I and II) during 2020 were held 9 (nine) times. The number of attendance at the Board of Directors Management Meeting with Bod-1 is as follows:

NAMA Name	JABATAN Position	JUMLAH RAPAT Number of Meetings	JUMLAH KEHADIRAN Number of Attendance	KEHADIRAN (%) Attendance (%)
Prasetyadi	Direktur Utama President Director	9	9	100
M. Adji	Direktur Operasi dan Komersial Operations and Commercial Director	6	6	100
M. Asyhari	Direktur Sumber Daya Manusia Director of Human Capital	9	9	100
Choirul Anwar	Direktur Keuangan Director of Finance	9	9	100
Prakosa H. Takariyanto	Direktur Teknik Director of Engineering	9	9	100
I.M Herdianta	Direktur Transformasi dan Pengembangan Bisnis Director of Business Transformation and Development	9	9	100
Riman S. Duyo*	Direktur Operasi dan Komersial Operations and Commercial Director	3	3	100

\*) Pemberhentian Anggota Direksi pada Tahun 2020.

\*) Dismissal of Members of the Board of Directors in 2020.

7. Rapat Manajemen Direksi dengan BPKP dan KAP selama tahun 2020 sebanyak 5 (lima) kali. Jumlah kehadiran Rapat Manajemen Direksi dengan BPKP dan KAP adalah sebagai berikut:

7. Board of Directors Management Meetings with BPKP and KAP during 2020 were held 5 (five) times. The number of attendance at the Management Meeting of the Board of Directors with the BPKP and KAP is as follows:

NAMA Name	JABATAN Position	JUMLAH RAPAT Number of Meetings	JUMLAH KEHADIRAN Number of Attendance	KEHADIRAN (%) Attendance (%)
Prasetyadi	Direktur Utama President Director	5	5	100
M. Adji	Direktur Operasi dan Komersial Operations and Commercial Director	5	5	100
M. Asyhari	Direktur Sumber Daya Manusia Director of Human Capital	5	5	100
Choirul Anwar	Direktur Keuangan Director of Finance	5	5	100
Prakosa H. Takariyanto	Direktur Teknik Director of Engineering	5	5	100



NAMA Name	JABATAN Position	JUMLAH RAPAT Number of Meetings	JUMLAH KEHADIRAN Number of Attendance	KEHADIRAN (%) Attendance (%)
I.M Herdianta	Direktur Transformasi dan Pengembangan Bisnis Director of Business Transformation and Development	5	5	100

## Realisasi Rapat Direksi Pelindo IV selama Tahun 2020.

## Realization of the Board of Directors Meeting of Pelindo IV during 2020.

1. Rapat Internal Direksi PT Pelindo IV (Persero):

1. Internal Meeting of the Directors of PT Pelindo IV  
(Persero):

TANGGAL Date	AGENDA	AGENDA
09 Januari/ January 2020	Pembahasan Masalah Strategis Perusahaan, dan Hal lain yang dianggap Penting;	Discussion of Company Strategic Issues, and Other Matters deemed Important;
27 Januari/ January 2020	Pembahasan Masalah Strategis Perusahaan, dan Hal lain yang dianggap Penting;	Discussion of Company Strategic Issues, and Other Matters deemed Important;
18 Februari/ February 2020	Finalisasi dan Rotasi serta Struktur Organisasi, Pembahasan Hasil Audit Tahun 2019, Progres Bridging Finance, Dan Pensiun di Jiwabaya dan DP4, dan Hal lain yang dianggap Penting;	Finalization and Rotation and Organizational Structure, Discussion of Audit Results in 2019, Progress of Bridging Finance, and Retirement at Jiwabaya and DP4, and other matters deemed important;
02 April/ April 2020	Pembahasan Masalah Strategis Perusahaan, dan Hal lain yang dianggap Penting;	Discussion of Company Strategic Issues, and Other Matters deemed Important;
15 April/ April 2020	Perkenalan Company Profile, Pembahasan Penggantian Sekretaris Perusahaan, Pembahasan Cashflow dan solusinya, Video Conference para GM, BoD-1 dan Direksi Anak Perusahaan, Pembahasan RKAP Tahun 2020, Investasi dan Laporan KAP, dan Hal lain yang dianggap Penting;	Introduction of the Company Profile, Discussion on Replacement of the Corporate Secretary, Discussion of Cashflow and its solutions, Video Conference of GMs, BoD-1 and Subsidiary Directors, Discussion of the 2020 RKAP, Investments and KAP Reports, and other matters deemed important;
20 April/ April 2020	Rapat Manajemen Direktorat Operasi dan Komersial;	Management Meeting of the Directorate of Operations and Commercial;
20 April/ April 2020	Rapat Manajemen Direktorat Teknik;	Engineering Directorate Management Meeting;
21 April/ April 2020	CEO Direction, Review Struktur Organisasi kantor Pusat, Anak Perusahaan dan SBU., Pembentukan Dewan Jabatan, Pengisian Jabatan Sekretaris Perusahaan, Pembahasan RKAP 2020, Laporan Tim Pendanaan Eksternal, Rencana Pencairan Bridging Loan, Rencana Review Investasi 2020, Rencana Transformasi Bidang Operasi (Pelayanan Kapal, Pelayanan Terminal dan Pelayanan Lainnya), Rencana Kerjasama Pelabuhan di Wilayah Pelindo IV (Garungkong, Ambon dan Sorong), dan Hal lain yang dianggap Penting;	CEO Direction, Review of the Organizational Structure of the Head Office, Subsidiaries and SBU., Establishment of the Position Board, Filling of Corporate Secretary, Discussion of RKAP 2020, External Funding Team Report, Bridging Loan Disbursement Plan, 2020 Investment Review Plan, Operational Sector Transformation Plan (Ship Service, Terminal Services and Other Services), Port Cooperation Plans in the Pelindo IV Area (Garungkong, Ambon and Sorong), and other matters deemed important;

TANGGAL Date	AGENDA	AGENDA
22 April/ April 2020	Rapat Manajemen Direktorat Transformasi dan Pengembangan Bisnis;	Management Meeting of the Directorate of Business Transformation and Development;
22 April/ April 2020	Rapat Manajemen Direktorat Sumber Daya Manusia;	Director of Human Capital Management Meeting;
28 April/ April 2020	Rapat CEO Direction, Pembahasan Materi Direksi untuk Rapat BoD dan BoC, Reviu RKAP Tahun 2020, Rencana Reviu Investasi Tahun 2020, Rencana Transformasi Bidang Operasi (Pelayanan Kapal, Pelayanan Terminal dan Pelayanan Lainnya), dan Hal lain yang dianggap Penting;	CEO Direction Meeting, Discussion of Board of Directors Material for BoD and BoC Meetings, RKAP Review for 2020, Plan for 2020 Investment Review, Transformation Plan for Operations (Ship Services, Terminal Services and Other Services), and other matters deemed important;
30 April/ April 2020	Rapat Manajemen Pembahasan Review Investasi Tahun 2020, Pembahasan Review RKAP Tahun 2020, dan Hal lain yang dianggap Penting;	Management Meetings for 2020 Investment Review Discussions, 2020 RKAP Review Discussions, and other matters deemed important;
12 Mei/ May 2020,	CEO Direction, Kerjasama Pemanduan-Penundaan di Tersus LNG Bintuni, Evaluasi Kinerja Anak/Cucu Perusahaan, Alternatif Pembangunan Makassar New Port, Rencana Pelaksanaan Rapat Kerja I Tahun 2020, Pembahasan Restrukturisasi Organisasi SBU, Rencana Pengelolaan Pelabuhan Kabil, Program Transformasi Operasional Pelabuhan, dan Hal lain yang dianggap Penting;	CEO Direction, Guidance-Delay Cooperation at Tersus LNG Bintuni, Performance Evaluation of Company Children / Grandchildren, Makassar New Port Development Alternative, 2020 Work Meeting Plan, Discussion on SBU Organization Restructuring, Kabil Port Management Plan, Port Operational Transformation Program, others deemed Important;
13 Mei/ May 2020	Lanjutan Rapat Internal tanggal 12 Mei 2020: CEO Direction, Kerjasama Pemanduan-Penundaan di Tersus LNG Bintuni, Evaluasi Kinerja Anak/Cucu Perusahaan, Alternatif Pembangunan Makassar New Port, Rencana Pelaksanaan Rapat Kerja I Tahun 2020, Pembahasan Restrukturisasi Organisasi SBU, Rencana Pengelolaan Pelabuhan Kabil, Program Transformasi Operasional Pelabuhan, dan Hal lain yang dianggap Penting;	Continuation of Internal Meeting on 12 May 2020: CEO Direction, Delay-Guiding Cooperation at Tersus LNG Bintuni, Performance Evaluation of Company Children / Grandchildren, Makassar New Port Development Alternative, Plans for Implementation of Work Meeting I 2020, Discussion on SBU Organizational Restructuring, Kabil Port Management Plan , Port Operational Transformation Program, and Other Important Matters;
22 Mei/ May 2020	Pembahasan Gugus Tugas Covid-19 tentang Konsep New Normal, Rencana Rilis Pencapaian-Pencapaian Kinerja Pelindo IV, Dan Hal lain yang dianggap Penting;	Discussion of the Covid-19 Task Force regarding the New Normal Concept, the Release Plan for Pelindo IV's Performance Achievements, and Other Matters deemed Important;

TANGGAL Date	AGENDA	AGENDA
26 Mei/ May 2020	CEO Direction, Pembahasan Tindak Lanjut Temuan BPK Tahun 2019/2020 dan Tindak Lanjut Temuan SPI di Cabang dan Anak Perusahaan, Presentasi Road Map IT 2020-2024 dan Penyelesaian Permasalahan I.T yang ada di TPK, Presentasi Hak-hak Direksi dan Laporan Hasil Beauty Contest Purna Jabatan Direksi dan Dewan Komisaris, Presentasi Hasil Assessment GCG Tahun 2019, Rencana Kerjasama Alat HMC di Pelabuhan Pantoloan, Usulan Penerapan Tarif Transshipment, Rekonfigurasi Operasional dan Bisnis antar TPM dan MNP, dan Hal Lain yang dianggap Penting;	CEO Direction, Discussion of Follow-up Findings of BPK for 2019/2020 and Follow-up on Findings of SPI in Branches and Subsidiaries, Presentation of the 2020-2024 IT Road Map and Resolution of IT Problems in the TPK, Presentation of Directors' Rights and Report on the Results of the Full Beauty Contest Position of Board of Directors and Board of Commissioners, Presentation of GCG Assessment Results in 2019, Cooperation Plan for HMC Tools at Pantoloan Port, Proposal for Application of Transaction Rates, Reconfiguration of Operations and Business between TPM and MNP, and other matters deemed important
02 Juni/ June 2020	CEO Direction, Presentasi KS Bintuni, Presentasi Individual Expert (Capt. Muchtar Haris), Pembahasan Rencana Pembayaran Bonus Pegawai, Pembahasan Asuransi Pruna Jabatan Direksi dan Komisaris serta Presentasi Hak-hak BoD, Master Plan I.T dan Pembahasan Permasalahan I.T, Finalisasi Rencana Kerjasama Alat di Pelabuhan Pantoloan, Presentasi Bisnis Proses PT KKT dengan Provinsi Kalimantan Timur, Progres dan Evaluasi MNP, Rencana Investasi di Pelabuhan Ambon Eksisting, Rencana Perpanjangan Kerjasama Adent Payment dengan PT Meratus, dan Hal lain yang dianggap Penting;	CEO Direction, Presentation of KS Bintuni, Presentation of Individual Expert (Capt. Muchtar Haris), Discussion of Employee Bonus Payment Plans, Discussion of Pruna Insurance for Directors and Commissioners as well as Presentation of BoD Rights, IT Master Plan and Discussion of IT Problems, Finalization of Cooperation Plan Tools in Pantoloan Port, Presentation of PT KKT Business Process with East Kalimantan Province, MNP Progress and Evaluation, Investment Plans at the Existing Ambon Port, Plans for Extension of Adent Payment Collaboration with PT Meratus, and other matters deemed important;
03 Juni/ June 2020	Lanjutan Rapat Internal tanggal 02 Juni 2020: CEO Direction, Presentasi KS Bintuni, Presentasi Individual Expert (Capt. Muchtar Haris), Pembahasan Rencana Pembayaran Bonus Pegawai, Pembahasan Asuransi Purna Jabatan Direksi dan Komisaris serta Presentasi Hak-hak BoD, Master Plan I.T dan Pembahasan Permasalahan I.T, Finalisasi Rencana Kerjasama Alat di Pelabuhan Pantoloan, Presentasi Bisnis Proses PT KKT dengan Provinsi Kalimantan Timur, Progres dan Evaluasi MNP, Rencana Investasi di Pelabuhan Ambon Eksisting, Rencana Perpanjangan Kerjasama Adent Payment dengan PT Meratus, dan Hal lain yang dianggap Penting;	Continuation of the Internal Meeting on 02 June 2020: CEO Direction, Presentation of KS Bintuni, Presentation of Individual Expert (Capt. Muchtar Haris), Discussion of Employee Bonus Payment Plans, Discussion on Insurance for Retirement of Directors and Commissioners as well as Presentation of BoD Rights, IT Master Plan and Discussion IT issues, Finalization of the Equipment Cooperation Plan at Pantoloan Port, Presentation of PT KKT Business Process with East Kalimantan Province, MNP Progress and Evaluation, Investment Plans at the Existing Ambon Port, Plans for Extension of Adent Payment Collaboration with PT Meratus, and other matters deemed important;

TANGGAL Date	AGENDA	AGENDA
04 Juni/ June 2020	Lanjutan Rapat Internal tanggal 02 Juni 2020: CEO Direction, Presentasi KS Bintuni, Presentasi Individual Expert (Capt. Muchtar Haris), Pembahasan Rencana Pembayaran Bonus Pegawai, Pembahasan Asuransi Pruna Jabatan Direksi dan Komisaris serta Presentasi Hak-hak BoD, Master Plan I.T dan Pembahasan Permasalahan I.T, Finalisasi Rencana Kerjasama Alat di Pelabuhan Pantoloan, Presentasi Bisnis Proses PT KKT dengan Provinsi Kalimantan Timur, Progres dan Evaluasi MNP, Rencana Investasi di Pelabuhan Ambon Eksisting, Rencana Perpanjangan Kerjasama Adent Payment dengan PT Meratus, dan Hal lain yang dianggap Penting;	Continuation of the Internal Meeting on 02 June 2020: CEO Direction, Presentation of KS Bintuni, Presentation of Individual Expert (Capt. Muchtar Haris), Discussion of Employee Bonus Payment Plans, Discussion of Pruna Insurance for Directors and Commissioners as well as Presentation of BoD Rights, IT Master Plan and Discussion IT issues, Finalization of the Equipment Cooperation Plan at Pantoloan Port, Presentation of PT KKT Business Process with East Kalimantan Province, MNP Progress and Evaluation, Investment Plans at the Existing Ambon Port, Plans for Extension of Adent Payment Collaboration with PT Meratus, and other matters deemed important;
11 Juni/ June 2020	CEO Direction, Pembahasan Proposal KSP BMN pada Pelabuhan Eksisting PT Pelindo IV, Finalisasi KSO HMC di Pelabuhan Pantoloan dan TPB, Rencana Relokasi Alat di TPK Palaran, Pembahasan mengenai Penyelesaian sisa Aset PT Pelayaran Alkan Abadi (Dalam Pailit) berstatus Leasing di Pelabuhan Makassar oleh Ka. Biro Hukum, Pembahasan RIP Balikpapan, Pembahasan Rencana Mutasi Pejabat Struktural Kantor Pusat dan Anak Perusahaan, Rencana Kerjasama Pengelolaan Pelabuhan di Kalimantan Timur, Penyelesaian Permasalahan Aplikasi ISPORT, dan Hal lain yang dianggap Penting;	CEO Direction, Discussion of KSP BMN Proposals at the Existing Port of PT Pelindo IV, Finalization of KSO HMC at Pantoloan Port and TPB, Plans for Equipment Relocation at TPK Palaran, Discussion on Settlement of the remaining assets of PT Pelayaran Alkan Abadi (Under Bankruptcy) with Leasing status in Makassar Port by Ka. Legal Bureau, Discussion on RIP Balikpapan, Discussion on Movements of Structural Officials at Head Office and Subsidiaries, Cooperation Plans for Port Management in East Kalimantan, Resolution of ISPORT Application Problems, and other matters considered important
30 Juni/ June 2020	CEO Direction, Rencana Pengisian Pengurus Anak Perusahaan yang diharapkan masing-masing BoD sudah dapat memasukkan 3 (tiga) nama, Pembahasan Rencana Mutasi Pejabat Struktural Kantor Pusat dan Anak Perusahaan, Pembahasan Proposal KSP BMN pada Pelabuhan Eksisting PT Pelindo IV, Finalisasi Pembentukan PMO, Pembahasan mengenai Penyelesaian sisa Aset PT Pelayaran Alkan Abadi (Dalam Pailit), Penetapan Pengelolaan Kendaraan Dinas Perseroan, Penyelesaian Masalah E-Pass, Penyelesaian Masalah Pembangunan Jalan MNP, Rencana Pembersihan Ranjau MNP dan KNP, Rencana Pembangunan Tugu Tol, Rencana Pembangunan/Pengembangan Pelabuhan Pantoloan, dan Hal lain yang dianggap Penting.	CEO Direction, Plans to Fulfill the Management of Subsidiaries which it is hoped that each BoD can enter 3 (three) names, Discussion on the Transfer of Structural Officials of the Head Office and Subsidiaries, Discussion of KSP BMN Proposals at the Existing Port of PT Pelindo IV, Finalizing the Establishment of PMO, Discussion regarding the Settlement of the remaining assets of PT Pelayaran Alkan Abadi (Under Bankruptcy), Establishment of Company Service Vehicle Management, E-Pass Problem Resolution, MNP Road Construction Problem Resolution, MNP and KNP Mine Clearance Plan, Toll Monument Development Plan, Pantoloan Port Development Plan, and others that are considered Important.
03 Juli/ July 2020	Pembahasan Investment Plan, dan Hal lain yang dianggap Penting;	Discussion on Investment Plan, and other matters deemed important;

TANGGAL Date	AGENDA	AGENDA
23 Juli/ July 2020	CEO Direction, Pelaksanaan Reposisi/ Mutasi Pejabat BoD-1, Pembahasan Usulan Pengangkatan 100% CPDMT, Pengelolaan Kendaraan Dinas dan Rencana Lokasi Kantor Perwakilan, Pembahasan Realisasi RKAP s.d Semester I beserta Revisi, Roadmap Pengelolaan Lingkungan, Persetujuan Draft desain Manado Marine Bay dari Konsultan, Pembahasan usulan Aksesibility TPK Sorong, Relokasi RTG, Progres MNP s.d bulan Juni 2020, Penunjukan Penugasan Pit. GM ICP dan IDC, Progres Penyelesaian TPI, dan Hal lain yang dianggap Penting;	CEO Direction, Implementation of BoD-1 Officer Reposition / Mutation, Discussion on Proposal for Appointment of 100% CPDMT, Management of Official Vehicles and Representative Office Location Plans, Discussion of Realization of RKAP up to Semester I along with Revisions, Roadmap for Environmental Management, Approval of Manado Marine Bay Draft Design from Consultants, Discussion on TPK Sorong Accessibility proposals, RTG Relocation, MNP Progress until June 2020, Appointment of Acting ICP and IDC GM Assignments, TPI Completion Progress, and other matters deemed important;
27 Juli/ July 2020	Usulan Revisi RKAP Tahun 2020, Realisasi s.d Semester I Tahun 2020, Pending Matters rapat sebelumnya, dan Hal lain yang dianggap Penting;	Proposed Revision of RKAP for 2020, Realization up to Semester I of 2020, Pending Matters from the previous meeting, and other matters deemed important;
04 Agustus/ August 2020	CEO Direction, Pembahasan Kajian Restrukturisasi organisasi yang dilaksanakan PT Dunamis, Finalisasi Pemaparan Status Tenaga Pro Hire, Penetapan Pengurus Anak Perusahaan, Rencana Mutasi BoD-1, dan Hal Strategis lainnya;	CEO Direction, Discussion on organizational restructuring conducted by PT Dunamis, Finalization of Pro Hire Status Exposure, Determination of Subsidiary Management, BoD-1 Transfer Plan, and other strategic matters;
14 Agustus/ August 2020	Tindak Lanjut Hasil Pembahasan Revisi RKAP 2020 dengan Kementerian BUMN R.I;	Follow-up Discussion Results of Revised RKAP 2020 with the Ministry of SOEs RI;
26 Agustus/ August 2020	Laporan Realisasi s.d Juli 2020, Realisasi Anggaran Bina Lingkungan Tahun 2020, Finalisasi Bahan Presentasi Revisi RKAP Tahun 2020 dengan Wakil Menteri, dan Hal Strategis lainnya;	Realization Report up to July 2020, Realization of the 2020 Environmental Development Budget, Finalization of Presentation Materials for the 2020 RKAP Revision with the Deputy Minister, and other strategic matters;
09 September/ September 2020	CEO Direction; Pembahasan Reposisi Pejabat Struktural dan Pengurus Anak Perusahaan; Pengelolaan Kendaraan Dinas; Rencana Pindahan Lokasi Kantor Perwakilan; Pra Studi Pengelolaan Pelabuhan Garongkong dan Pangkal Balam; Rencana Kerjasama PT Pelindo IV (Persero) dengan Kalla Group; Dan hal-hal lain yang dianggap penting.	CEO Direction; Discussion on the Reposition of Structural Officials and Management of Subsidiaries; Management of Service Vehicles; Plan for Relocating the Location of Representative Offices; Pre-Management Study of Garongkong and Pangkal Balam Ports; Cooperation Plan of PT Pelindo IV (Persero) with Kalla Group; And other things that are considered important.
24 September/ September 2020	Pembahasan Hal Strategis Perusahaan.	Discussion of Company Strategic Matters.
28 September/ September 2020	Pembahasan Realisasi RKAP s.d Agustus 2020; Pembahasan Rencana Pinjaman Jangka Panjang Perusahaan; Pembahasan Usulan RJPP Periode 2020-2024; Tindaklanjut Hasil Rapat Sebelumnya; Dan hal-hal lain yang dianggap penting.	Discussion on the realization of the RKAP until August 2020; Discussion on the Company's Long-Term Loan Plans; Discussion on the Proposed RJPP for the 2020-2024 Period; Follow-up on the results of previous meetings; And other things that are considered important.
14 dan 18 Oktober/ October 2020	Pembahasan Usulan RJPP PT Pelindo IV (Persero).	Discussion on the Proposed RJPP of PT Pelindo IV (Persero).



TANGGAL Date	AGENDA	AGENDA
24 Oktober/ October 2020	CEO Direction; Pembahasan Cascading Struktur Organisasi Kantor Pusat dan Cabang berdasarkan Hasil Kajian Dunamis; Penetapan Pejabat untuk Pengisian Struktur Organisasi Baru; Pembahasan Laporan s.d Triwulan III Tahun 2020; Pembahasan Usulan RKAP Tahun 2021 yang harus di upload di Portal BUMN paling lambat 27 Oktober 2020; Pembahasan Final Kantor Perwakilan; Pembahasan Finalisasi Kartu Kredit; Laporan Progres Pinjaman Jangka Panjang Perusahaan; Pembahasan Hasil Konsultan TBA BV; Dan lain-lain yang dianggap penting.	CEO Direction; Discussion on the cascading organizational structure of the Head Office and Branches based on the Dunamis Study Result; Appointment of Officials to Fill in the New Organizational Structure; Discussion on the Report up to Quarter III of 2020; Discussion on the Proposed RKAP for 2021 which must be uploaded to the SOEs Portal no later than 27 October 2020; Representative Office Final Discussion; Credit Card Finalization Discussion; Report on the Company's Long Term Loan Progress; Discussion on the results of the TBA BV Consultant; And others that are considered important.
03 November/ November 2020	CEO Direction; Pembahasan Laporan Tim Pendanaan Jangka Panjang Perusahaan; Finalisasi Restruktur Organisasi PT Pelindo IV (Persero); Dan lain-lain yang dianggap penting.	CEO Direction; Discussion on the Company's Long-Term Funding Team Reports; Finalization of PT Pelindo IV (Persero) Organizational Restructuring; And others that are considered important.
04 November/ November 2020	Lanjutan Rapat Internal BoD 03 November 2020: CEO Direction; Pembahasan Laporan Tim Pendanaan Jangka Panjang Perusahaan; Finalisasi Restruktur Organisasi PT Pelindo IV (Persero); Dan lain-lain yang dianggap penting.	BoD Internal Meeting Continuation 03 November 2020: CEO Direction; Discussion on the Company's Long-Term Funding Team Reports; Finalization of PT Pelindo IV (Persero) Organizational Restructuring; And others that are considered important.
17 November/ November 2020	CEO Direction; Finalisasi Restrukturisasi Organisasi PT Pelindo IV (Persero); Pembahasan RKAP Tahun 2021 Program Kemitraan dan Bina Lingkungan; Dan lain-lain yang dianggap penting.	CEO Direction; Finalization of PT Pelindo IV (Persero) 's Organizational Restructuring; Discussion on the 2021 RKAP for the Partnership and Community Development Program; And others that are considered important.

2. Realisasi Rapat dengan Kementerian BUMN R.I dan Pemegang Saham:
  - a. Rapat dengan Pemegang Saham, tanggal 11 Mei 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, melalui Video Conference Direksi PT Pelindo IV (Persero) dengan Wamen II Kementerian BUMN R.I, dengan agenda: Pengarahan Wamen II Kementerian BUMN R.I kepada Direksi PT Pelindo IV (Persero), dan Hal lain yang dianggap Penting;
  - b. Rapat dengan Pemegang Saham, tanggal 06 Juli 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, melalui Video Conference, dengan agenda: Rapat Umum
2. Meeting Realization with the Ministry of SOEs RI and Shareholders:
  - a. Meeting with Shareholders, May 11, 2020, at the Main Director Meeting Room, 6th Floor of Head Office, through the Video Conference of the Directors of PT Pelindo IV (Persero) with Deputy Minister II of the Ministry of SOEs RI with the agenda: Briefing of Deputy Minister of SOEs RI to Directors of PT Pelindo IV (Persero), and other matters deemed important;
  - b. Meeting with Shareholders, dated July 6, 2020, at the Meeting Room of the Main Director Floor 6 Head Office, via Video Conference, with the agenda: General Meeting of Shareholders (GMS) Financial Report and

- Pemegang Saham (RUPS) Laporan Keuangan dan PKBL Tahun Buku 2019 (Audited) PT Pelabuhan Indonesia IV (Persero);
- PKBL for the 2019 Financial Year (Audited) of PT Pelabuhan Indonesia IV (Persero);
- c. Rapat dengan Pemegang Saham, tanggal 12 Agustus 2020, bertempat di Ruang Rapat Direktur Utama Lt. 6 Kantor Pusat, melalui Video Conference, dengan agenda: Pembahasan Revisi RKAP Tahun 2020 PT Pelabuhan Indonesia IV (Persero).
 

Meeting with Shareholders, 12 August 2020, at the Meeting Room of the President Director, Floor 6 Head Office, through a Video Conference, with the agenda: Discussion of the 2020 RKAP Revision of PT Pelabuhan Indonesia IV (Persero).
3. Realisasi pelaksanaan rapat Manajemen BoD-1, General Manager Cabang Pelabuhan dan Direksi Anak/Cucu Perusahaan (Rapat Kerja I dan II Tahun 2020):
    - a. Rapat Manajemen dengan BoD-1, GM dan Anak Perusahaan, tanggal 18 Mei 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Rapat Kerja I Tahun 2020 PT Pelabuhan Indonesia IV (Persero);
 

Management Meeting with BoD-1, GM and Subsidiaries, on 18 May 2020, at the Multipurpose Meeting Room, 7th Floor of the Head Office, with the agenda of: Work Meeting I Year 2020 PT Pelabuhan Indonesia IV (Persero);
    - b. Rapat Manajemen dengan BoD-1, GM dan Anak Perusahaan, tanggal 19 Mei 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Rapat Kerja I Tahun 2020 PT Pelabuhan Indonesia IV (Persero);
 

Management Meeting with BoD-1, GM and Subsidiaries, 19 May 2020, at the Multipurpose Meeting Room, 7th Floor of Head Office, with the agenda of: Work Meeting I Year 2020 PT Pelabuhan Indonesia IV (Persero);
    - c. Rapat Manajemen dengan BoD-1, GM dan Anak Perusahaan, tanggal 20 Mei 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Rapat Kerja I Tahun 2020 PT Pelabuhan Indonesia IV (Persero);
 

Management Meeting with BoD-1, GM and Subsidiaries, on May 20, 2020, at the Multipurpose Meeting Room, 7th Floor of Head Office, with the agenda: Work Meeting I Year 2020 PT Pelabuhan Indonesia IV (Persero);
    - d. Rapat Manajemen dengan BoD-1, GM dan Anak Perusahaan, tanggal 14 September 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Rapat Kerja II Tahun 2020 PT Pelabuhan Indonesia IV (Persero);
 

Management Meeting with BoD-1, GM and Subsidiaries, on September 14, 2020, at the Multipurpose Meeting Room, 7th Floor of the Head Office, with the agenda of: PT Pelabuhan Indonesia IV (Persero) 2020 Work Meeting;
    - e. Rapat Manajemen dengan BoD-1, GM dan Anak Perusahaan, tanggal 16 September 2020, bertempat di Ruang Rapat Serba Guna Lt.7
 

Management Meeting with BoD-1, GM and Subsidiaries, September 16, 2020, at the Multipurpose Meeting Room, 7th Floor of

- Kantor Pusat, dengan agenda: Pleno Hasil Pembahasan RKAP Cabang Bitung, TPB, Pantoloan, Kendari, Parepare dan Gorontalo.
- f. Rapat Manajemen dengan BoD-1, GM dan Anak Perusahaan, tanggal 17 September 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Pleno Hasil Pembahasan RKAP Cabang Tolitoli, Manado, Makassar, MNP, SBU Marine Service dan TPM.
  - g. Rapat Manajemen dengan BoD-1, GM dan Anak Perusahaan, tanggal 19 September 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Pleno Hasil Pembahasan RKAP Cabang TPM, Makassar, MNP, Tarakan, Nunukan, Balikpapan, Bontang, Samarinda dan UPK Sengatta.
  - h. Rapat Manajemen dengan BoD-1, GM dan Anak Perusahaan, tanggal 22 September 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Pleno Hasil Pembahasan RKAP Cabang Ambon, Tanjung Redeb, Sorong, Ternate, Jayapura, Manokwari.
  - i. Rapat Manajemen dengan BoD-1, GM dan Anak Perusahaan, tanggal 22 September 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Pleno Hasil Pembahasan RKAP Cabang Merauke, Fakfak dan Biak.
4. Realisasi pelaksanaan rapat dengan Pihak Eksternal Tahun 2020:
- a. Rapat Eksternal Direksi, tanggal 06 Februari 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, dengan agenda: Kunjungan kerja DPRD Kabupaten Selayar di Lingkungan PT Pelabuhan Indonesia IV (Persero);
  - b. Rapat Eksternal Direksi, tanggal 21 Februari 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Kunjungan
- Head Office, with the agenda of: Plenary Results of RKAP Discussion for Bitung Branch, TPB, Pantoloan, Kendari, Parepare and Gorontalo .
- f. Management Meeting with BoD-1, GM and Subsidiaries, September 17, 2020, at the Multipurpose Meeting Room, 7th Floor of Head Office, with the agenda: Plenary Meeting Results of the Tolitoli Branch RKAP Discussion, Manado, Makassar, MNP, SBU Marine Service and TPM.
  - g. Management Meeting with BoD-1, GM and Subsidiaries, September 19, 2020, at the Multipurpose Meeting Room, 7th Floor of Head Office, with the agenda: Plenary Meeting Results of the TPM Branch RKAP Discussion, Makassar, MNP, Tarakan, Nunukan, Balikpapan , Bontang, Samarinda and UPK Sengatta.
  - h. Management Meeting with BoD-1, GM and Subsidiaries, 22 September 2020, at the Multipurpose Meeting Room, 7th Floor of Head Office, with the agenda of: Plenary Results of RKAP Discussion, Ambon Branch, Tanjung Redeb, Sorong, Ternate, Jayapura, Manokwari.
  - i. Management Meeting with BoD-1, GM and Subsidiaries, September 22, 2020, at the Multipurpose Meeting Room, 7th Floor of Head Office, with the agenda of: Plenary Results of RKAP Discussions for Merauke, Fakfak and Biak Branches.
4. Realization of meeting with External Parties in 2020:
- a. External Meeting of the Board of Directors, February 6, 2020, at the Meeting Room of the Main Director Floor 6 Head Office, with the agenda: Work visit of the Regional House of Representatives of Selayar Regency in the PT Pelabuhan Indonesia IV (Persero) Environment;
  - b. External Meeting of the Board of Directors, February 21, 2020, at the Multipurpose Meeting Room, 7th Floor of Head Office, with

- Kerja Komisi II DPRD Provinsi Kalimantan Timur;
- c. Rapat Eksternal Direksi, tanggal 09 Januari 2020, bertempat di Ruang Rapat Serba Guna Lt.7 Kantor Pusat, dengan agenda: Perjanjian Kerjasama Pemanfaatan dan Pengoperasian Lapangan Penumpukan Petikemas di Pelabuhan Tarakan dengan sistem Bagi Hasil;
  - d. Rapat Eksternal Direksi, tanggal 03 Maret 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, dengan agenda: Entry Meeting Assessment Penerapan GCG Tahun Buku 2019 PT Pelabuhan Indonesia IV (Persero);
  - e. Rapat Eksternal Direksi, tanggal 04 Mei 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, dengan agenda: Perkenalan dan Silaturahmi dengan ALFI/ILFA;
  - f. Rapat Eksternal Direksi, tanggal 11 Mei 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, melalui Video Conference Direksi PT Pelindo IV (Persero) dengan Gubernur Kalimantan Timur, dengan agenda: Silaturahmi dan Perkenalan, Pembahasan Masalah Strategis PT KKT, dan Hal lain yang dianggap Penting;
  - g. Rapat Eksternal Direksi, tanggal 12 Mei 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, dengan agenda: Pembahasan Kerjasama Pelabuhan Kabil dan BP Batam, dan Hal lain yang dianggap Penting;
  - h. Rapat Eksternal Direksi, tanggal 15 Mei 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, dengan agenda: Rapat Koordinasi dengan Pengurus Serikat Pekerja;
  - i. Rapat Eksternal Direksi, tanggal 27 Mei 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, dengan agenda: Rapat Exit Meeting Assessment Penerapan GCG Tahun 2019;
- the agenda of: Working Visit of Commission II Regional House of Representatives of East Kalimantan Province;
- c. External Meeting of the Board of Directors, on January 9, 2020, at the Multipurpose Meeting Room, 7th Floor of the Head Office, with the agenda: Cooperation Agreement for the Utilization and Operation of Container Stacking Fields at Tarakan Port with a Production Sharing system;
  - d. External Meeting of the Board of Directors, March 03 2020, at the Meeting Room of the Main Director Floor 6 Head Office, with the agenda: Entry Meeting Assessment of GCG Implementation for the 2019 Financial Year of PT Pelabuhan Indonesia IV (Persero);
  - e. External Meeting of the Board of Directors, May 4, 2020, at the Meeting Room of the Main Director Floor 6 Head Office, with the agenda: Introduction and Gathering with ALFI / ILFA;
  - f. External Board of Directors Meeting, May 11, 2020, at the Main Director Meeting Room, 6th Floor of Head Office, through the Video Conference of the Directors of PT Pelindo IV (Persero) with the Governor of East Kalimantan, with the agenda: Gathering and Introduction, Discussion of Strategic Issues of PT KKT , and other things that are considered important;
  - g. External Meeting of the Board of Directors, on 12 May 2020, at the Meeting Room of the Main Director, 6th Floor, Head Office, with the agenda: Discussion on Cooperation between the Port of Kabil and BP Batam, and other matters deemed important;
  - h. External Meeting of the Board of Directors, May 15, 2020, at the Meeting Room of the Main Director Floor 6 of the Head Office, with the agenda of: Coordination Meeting with Workers Union Management;
  - i. External Meeting of the Board of Directors, on May 27, 2020, at the Meeting Room of the Main Director Floor 6 of the Head Office, with the agenda of: Exit Meeting Assessment of GCG Implementation 2019;

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| <p>j. Rapat Eksternal Direksi, tanggal 09 Juli 2020, bertempat di Ruang Rapat Direktur Serba Guna Lt.7 Kantor Pusat, dengan agenda: Penandatanganan Perpanjangan Kesepakatan bersama antara PT Pelabuhan Indonesia IV (Persero) dengan Kejaksaan Tinggi Sulawesi Selatan tentang Penanganan Masalah Hukum Bidang Perdata dan Tata Usaha Negara, Rapat Pembahasan Alternatif akses jalan Penghubung MNP dengan jalan Tol Eksisting, Peresmian Kantor Jaksa Pengacara Negara (JPN) di PT Pelabuhan Indonesia IV (Persero);</p> | <p>j. External Board of Directors Meeting, July 9, 2020, at the Head Office Multipurpose Director Meeting Room, 7th Floor, with the agenda: Signing of an Extension of the Mutual Agreement between PT Pelabuhan Indonesia IV (Persero) and the South Sulawesi High Prosecutor's Office regarding the Handling of Legal Issues in the Civil Sector and State Administration, Meeting to discuss alternative road access connecting MNP with existing toll roads, Inauguration of the State Attorney's Office (JPN) at PT Pelabuhan Indonesia IV (Persero);</p> |
| <p>k. Rapat Eksternal Direksi, tanggal 23 Juli 2020, bertempat di Ruang Rapat Sunachi Hotel Claro - Makassar, dengan agenda: Penandatanganan Perjanjian Kerjasama Pelayanan Jasa Pemanduan dan Penundaan di bawah Jembatan Kutai Kartanegara dan Jembatan Martadipura Kota Bangun di Wilayah Kabupaten Kutai Kartanegara;</p>  | <p>k. External Meeting of the Board of Directors, July 23, 2020, at the Sunachi Hotel Claro - Makassar Meeting Room, with the agenda: Signing of a Cooperation Agreement for Guidance and Delay Services under the Kutai Kartanegara Bridge and the Martadipura Kota Bangun Bridge in the Kutai Kartanegara Regency Area;</p>  |
| <p>l. Rapat Eksternal Direksi, tanggal 27 Juli 2020, bertempat di Ruang Rapat We Care Lt. 2 Cabang Makassar, dengan agenda: Silaturahmi Bersama Pimpinan dan Direksi PT Pelindo IV sebagai Mitra Komisi VI;</p>  | <p>l. External Meeting of the Board of Directors, 27 July 2020, at the We Care Meeting Room, Floor 2 Makassar Branches, with the agenda: Gathering with the Leaders and Directors of PT Pelindo IV as Partners of Commission VI;</p>   |
| <p>m. Rapat Eksternal Direksi, tanggal 26 Agustus 2020, bertempat di Ruang Rapat We Care Lt. 2 Cabang Makassar, dengan agenda: Kunjungan Kerja Komnas HAM di Lingkungan PT Pelindo IV (Persero);</p>   | <p>m. External Meeting of the Board of Directors, 26 August 2020, at the We Care Meeting Room, Floor 2 Makassar Branches, with the agenda: Komnas HAM Work Visit in PT Pelindo IV (Persero);</p>   |
| <p>n. Rapat Eksternal Direksi, tanggal 24 September 2020, bertempat di Ruang Rapat We Care Lt. 2 Cabang Makassar, dengan agenda: Kunjungan Kerja DPRD Kalimantan Timur di Lingkungan PT Pelindo IV (Persero);</p>  | <p>n. External Meeting of the Board of Directors, 24 September 2020, at the We Care Meeting Room, Floor 2 Makassar Branches, with the agenda: Work Visit of the Regional House of Representatives of East Kalimantan within PT Pelindo IV (Persero);</p>   |
| <p>o. Rapat Eksternal Direksi, tanggal 14 Oktober 2020, bertempat di Ruang Rapat Cabang Makassar New Port, dengan agenda: Kunjungan Kerja Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi dan Kepala BKPM R.I ke MNP;</p>  | <p>o. Board of Directors External Meeting, October 14, 2020, at the Makassar New Port Branch Meeting Room, with the agenda: Working Visit of the Minister of State Apparatus Empowerment and Bureaucratic Reform and the Head of BKPM R.I to MNP;</p>  |



- p. Rapat Eksternal Direksi, tanggal 14 Oktober 2020, bertempat di Ruang Rapat Direktur Utama Lt. 6 Kantor Pusat, dengan agenda: Penandatanganan MoU antara PT Pelindo IV (Persero) dengan PT Haka Sarana Investama;
- q. Rapat Eksternal Direksi, tanggal 22 Oktober 2020, bertempat di Ruang Rapat We Care Lt. 2 Cabang Makassar dengan agenda: Kunjungan Kerja DPRD Provinsi Gorontalo di Lingkungan PT Pelindo IV (Persero);
- r. Rapat Eksternal Direksi (*Benchmarking*), tanggal 13 November 2020, bertempat di Ruang Rapat We Care Lt. 2 Cabang Makassar dengan agenda: Kunjungan Kerja dan Benchmark Perencanaan, Pengembangan dan Pengoperasian MNP oleh Badan Pengusahaan Kawasan Perdagangan Bebas dan Pelabuhan Bebas Batam;
- s. Rapat Eksternal Direksi, tanggal 29 Desember 2020, bertempat di Ballroom Aston Hotel melalui Video Conference, dengan agenda: Virtual Customer Gathering.
5. Realisasi pelaksanaan rapat dengan BPKP dan KAP Tahun 2020:
- a. Rapat dengan Kantor Akuntan Publik, tanggal 19 februari 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, dengan agenda: Pembahasan Laporan Audited PT Pelabuhan Indonesia IV (Persero);
- b. Rapat dengan Kantor Akuntan Publik, tanggal 28 februari 2020, bertempat di Ruang Rapat We Care Lt.2 Cabang Makassar, dengan agenda: Pembahasan Final Laporan Audited PT Pelabuhan Indonesia IV (Persero);
- c. Rapat dengan BPKP Provinsi Sulawesi Selatan, tanggal 03 Maret 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, dengan agenda: Entry Meeting Assessment Penerapan GCG Tahun Buku 2019 PT Pelabuhan Indonesia IV (Persero);
- p. External Meeting of the Board of Directors, October 14, 2020, at the Main Director Meeting Room, Floor 6 Head Office, with the agenda: Signing of the MoU between PT Pelindo IV (Persero) and PT Haka Sarana Investama;
- q. External Meeting of the Board of Directors, October 22, 2020, at the We Care Meeting Room, Floor 2 Makassar Branch with the agenda: Work Visit of the Regional House of Representatives of Gorontalo Province within PT Pelindo IV (Persero);
- r. External Meeting of the Board of Directors (*Benchmarking*), November 13, 2020, at the We Care Meeting Room, Floor 2 Makassar Branches with the agenda: Work Visit and Benchmark Planning, Development and Operation of MNP by the Batam Free Trade and Free Port Zone Exploitation Agency;
- s. External Board of Directors Meeting, 29 December 2020, at the Aston Hotel Ballroom via Video Conference, with the agenda: Virtual Customer Gathering.
5. Realization of holding meetings with BPKP and KAP in 2020:
- a. Meeting with the Public Accountant Office, February 19, 2020, at the Meeting Room of the Main Director Floor 6 of the Head Office, with the agenda: Discussion of the Audited Report of PT Pelabuhan Indonesia IV (Persero);
- b. Meeting with the Public Accounting Firm, February 28, 2020, at the We Care Meeting Room, 2nd Floor, Makassar Branch, with the agenda: Final Discussion on the Audited Report of PT Pelabuhan Indonesia IV (Persero);
- c. Meeting with BPKP of South Sulawesi Province, March 03 2020, at the Meeting Room of the Main Director 6th Floor of the Head Office, with the agenda: Entry Meeting Assessment of GCG Implementation for the 2019 Financial Year of PT Pelabuhan Indonesia IV (Persero);

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| <p>d. Rapat BPKP Provinsi Sulawesi Selatan Direksi, tanggal 27 Mei 2020, bertempat di Ruang Rapat Direktur Utama Lt.6 Kantor Pusat, dengan agenda: Rapat Exit Meeting Assessment Penerapan GCG Tahun 2019;</p> <p>e. Rapat dengan Kantor Akuntan Publik, tanggal 28 Desember 2020, bertempat di Ruang Rapat We Care Lt.2 Cabang Makassar melalui Video Conference, dengan agenda: Kick of Meeting pelaksanaan Audit Laporan Keuangan Tahun Buku 2020.</p> | <p>d. BPKP Meeting of the South Sulawesi Province Board of Directors, May 27, 2020, at the Meeting Room of the Main Director Floor 6 Head Office, with the agenda: Exit Meeting Assessment of GCG Implementation 2019;</p> <p>e. Meeting with the Public Accounting Firm, on December 28, 2020, at the We Care Meeting Room, 2nd Floor, Makassar Branch through a Video Conference, with the agenda: Kick of Meeting for the implementation of the Financial Statement Audit for the 2020 Financial Year.</p> |
| <p>6. Realisasi Pelaksanaan Rapat Benchmarking di lingkungan PT Pelindo IV (Persero):</p> <p>Rapat Eksternal Direksi, tanggal 13 November 2020, bertempat di Ruang Rapat We Care Lt. 2 Cabang Makassar dengan agenda: Kunjungan Kerja dan Benchmark Perencanaan, Pengembangan dan Pengoperasian MNP oleh Badan Pengusahaan Kawasan Perdagangan Bebas dan Pelabuhan Bebas Batam;</p>   | <p>6. Realization of Implementation of Benchmarking Meetings within PT Pelindo IV (Persero):</p> <p>External Meeting of the Board of Directors, November 13, 2020, at the We Care Meeting Room, Floor 2 Makassar Branches with the agenda: Work Visit and Benchmark Planning, Development and Operation of MNP by the Batam Free Trade and Free Port Zone Management Agency;</p>  |

## Rencana Rapat Direksi tahun 2021

Direksi telah menyusun program pelaksanaan rapat untuk tahun 2021, dengan pengelenggaraan rapat minimal 1 minggu sekali. Rapat Direksi terdiri dari rapat internal Direksi dan rapat konsultasi yang dihadiri oleh Dewan Komisaris.

Rencana rapat tersebut telah disetujui melalui kesepakatan bersama Direksi. Meski demikian, rencana rapat tetap dapat berubah jika dianggap perlu oleh satu atau beberapa Direksi, serta jika perlu dilakukan penyesuaian dengan kebutuhan Perusahaan.

## Hubungan Dewan Komisaris dan Direksi

Hubungan kerja Dewan Komisaris dan Direksi adalah mitra yang saling membutuhkan, menunjang, dan saling bersinergi demi kemajuan bisnis Perusahaan. Segala keputusan strategis yang diambil oleh Direksi telah memperhitungkan saran, nasihat dan rekomendasi dari Dewan Komisaris.

## Board of Directors Meeting Plan for 2021

The Board of Directors has prepared a program for holding meetings in 2021, at least once a week. Board of Directors meetings consist of internal meetings of the Board of Directors and consultation meetings attended by the Board of Commissioners.

The meeting plan has been approved by mutual agreement with the Board of Directors. However, the meeting plan may still change if deemed necessary by one or more Directors. If necessary, adjustments are made to the needs of the Company.

## Relationship between the Board of Commissioners and the Board of Directors

The working relationship between the Board of Commissioners and the Board of Directors are partners who need, support and synergize with each other for the advancement of the Company's business. All strategic decisions taken by the Board of Directors have taken into account the suggestions, advice and recommendations of the Board of Commissioners.

## Rangkap Jabatan Anggota Dewan Komisaris dan Direksi pada Perusahaan Lain

Hubungan rangkap jabatan yang disinyalir dapat menimbulkan benturan kepentingan baik secara langsung maupun tidak langsung maka baik Dewan Komisaris maupun Direksi Pelindo IV telah menyampaikan keterbukaan dan transparansinya sebagaimana dapat dilihat pada tabel di bawah ini:

## Dual Position of Members of the Board of Commissioners and Directors in Other Companies

Dual positions which are allegedly causing a conflict of interest, either directly or indirectly, both the Board of Commissioners and the Board of Directors of Pelindo IV have submitted it openly as can be seen in the table below:

Nama Name	Kepengurusan pada Perusahaan lain Management in other companies		Sebagai Anggota Direksi As a Member of the Board of Directors	
	Ya Yes	Tidak No	Ya Yes	Tidak No
<b>Dewan Komisaris</b> Board of Commissioners				
Fachry Ali		√		√
Eris Herryanto		√		√
Abdulhamid Dipopramono		√		√
Heri Purnomo		√		√
Neil Iskandar Daulay		√		√
Syamsu Alam		√		√
<b>Direksi</b> Board of Directors				
Prasetyadi	√			√
M. Adji	√			√
Muhammad Asyhari	√			√
Choirul Anwar		√		√
Prakosa Hadi Takariyanto		√		√
I.M Herdianta	√			√

## Penilaian Kinerja Komite dibawah Direksi

Per 31 Desember 2020, Perseroan tidak memiliki Komite yang berada di bawah Direksi. Dengan demikian Perseroan tidak menyajikan informasi tentang penilaian atas kinerja masing-masing komite yang berada di bawah Direksi dan dasar penilainya.

## Performance Appraisal of Committees under the Board of Directors

As of December 31, 2020, the Company did not have a Committee under the Board of Directors. Accordingly, the Company does not provide information about the assessment of the performance of each committee under the Board of Directors and the basis for its assessment.

## STRUKTUR REMUNERASI DEWAN KOMISARIS DAN DIREKSI

### Board of Commissioners and Board of Directors Remuneration Structure

Struktur remunerasi yang menunjukkan jenis dan/atau imbalan jangka pendek, jangka panjang dan/atau pasca kerja adalah sebagai berikut :

1. Jenis remunerasi jangka pendek terdiri atas: Honorarium, Tunjangan (hari raya, transportasi), Fasilitas (kesehatan, bantuan hukum) dan Tantiem.
2. Jenis remunerasi jangka panjang dan/atau pasca kerja terdiri dari Asuransi Purna Jabatan serta Tantiem/Insentif kerja, dimana di dalam tantiem tersebut dapat diberikan tambahan berupa penghargaan jangka panjang (*long term insentif/ LTI*).

#### Prosedur Penetapan Remunerasi Dewan Komisaris

Remunerasi yang diberikan kepada Dewan Komisaris dan Direksi ditetapkan RUPS dengan mengacu pada:

1. Peraturan Menteri BUMN Nomor: PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara;
2. Keputusan Menteri BUMN Nomor: SK-46/MBU/2014 tentang Pedoman Perhitungan Gaji Direktur Utama dan Tantiem/Insentif Kinerja Direksi, Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara; dan
3. Keputusan Pemegang Saham tentang Penerapan Remunerasi Anggota Direksi dan Dewan Komisaris Perseroan.

Selain itu, remunerasi bagi anggota Dewan Komisaris ditetapkan berdasarkan hal-hal sebagai berikut:

1. Pertimbangan kewajaran sebagai pengelola aset dan revenue;
2. Peningkatan kompleksitas operasional dan tanggung jawab pengelolaan Perusahaan;
3. Perbandingan besaran remunerasi tahun sebelumnya dan peningkatan.

The remuneration structure that shows the types and / or benefits of short-term, long-term and / or post-employment benefits is as follows:

1. Types of short-term remuneration consist of: honorarium, allowances (holidays, transportation), facilities (health, legal assistance) and profit shares.
2. The types of long-term and / or post-employment remuneration consist of Pension Insurance and work profit shares / incentives which can be accompanied by long-term rewards (long term incentives / LTI).

#### Procedure for Determining the Remuneration of the Board of Commissioners

Remuneration for the Board of Commissioners and the Board of Directors is determined by the GMS with reference to:

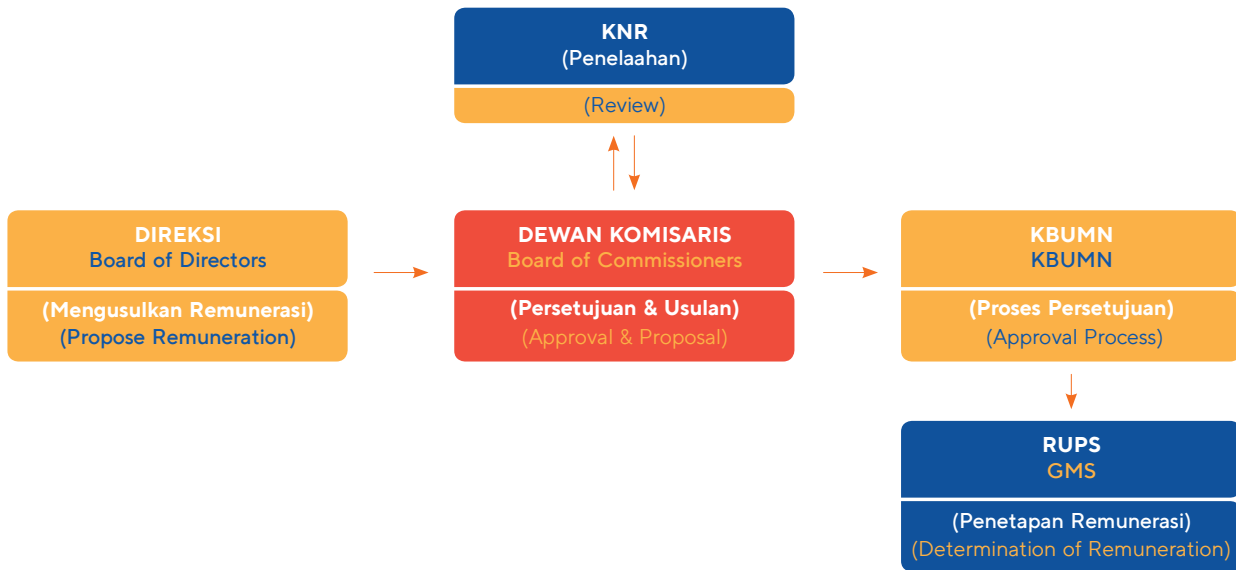
1. SOEs Ministerial Regulation Number: PER-04 / MBU / 2014 concerning Guidelines for Determining the Remuneration of Directors, Board of Commissioners and Supervisory Board of State-Owned Enterprises;
2. SOEs Ministerial Decree Number: SK-46 / MBU / 2014 concerning Guidelines for Calculating the Salary of the President Director and Profit Share / Performance Incentives for Directors, Board of Commissioners and Supervisory Board of State Owned Enterprises; and
3. Shareholders Decree on the Application of Remuneration for the Members of the Board of Directors and the Board of Commissioners of the Company.

Remuneration for members of the Board of Commissioners is also determined based on the following:

1. Fairness considerations as asset and revenue manager;
2. Increase in operational complexity and responsibility for managing the Company;
3. Comparison of the amount of remuneration for the previous year and its increase.

Kebijakan remunerasi diimplementasikan dengan prinsip kehati-hatian, kewajaran, dan transparansi. Remunerasi diusulkan dan dikaji melalui beberapa tahap hingga ditetapkan melalui RUPS. penetapan remunerasi dilakukan dengan tahapan sebagai berikut:

### BAGAN TAHAPAN PENETAPAN REMUNERASI



The remuneration policy is implemented with the principles of prudence, fairness and transparency. Remuneration is proposed and reviewed through several stages until it is determined by the GMS. Remuneration is determined in the following stages:

### REMUNERATION DETERMINATION STAGE CHART

#### Keterangan:

1. Direksi mengajukan usulan remunerasi kepada Dewan Komisaris melalui Komite Nominasi dan Remunerasi.
2. Komite Nominasi dan Remunerasi melakukan penelaahan atas kompensasi yang diberikan di pasar untuk pekerjaan yang bersangkutan pada perusahaan lainnya dengan bidang usaha dan status yang sama. Dengan memperhitungkan kinerja usaha perusahaan dan kontribusi masing-masing individu, kemudian dilakukan pembahasan oleh Komite Nominasi dan Remunerasi untuk menyiapkan rekomendasi.
3. Dewan Komisaris melakukan pembahasan lanjutan dan persetujuan atas usulan remunerasi yang diajukan.
4. Usulan remunerasi disampaikan kepada pemegang saham untuk mendapat persetujuan dan penetapan.
5. Pemegang Saham memberikan persetujuan dan menetapkan remunerasi melalui RUPS.

#### Information:

1. The Board of Directors submits a remuneration proposal to the Board of Commissioners through the Nomination and Remuneration Committee.
2. The Nomination and Remuneration Committee reviews the compensation given in the market for the work concerned at other companies in the same line of business and status. Taking into account the company's business performance and the contribution of each individual, the Nomination and Remuneration Committee conducts discussions and prepares recommendations.
3. The Board of Commissioners conducts further discussion and approval of the proposed remuneration.
4. The remuneration proposal is submitted to shareholders for approval and determination.
5. Shareholders give approval and determine remuneration through the GMS.



## Penetapan Remunerasi Dewan Komisaris

Penetapan remunerasi Dewan Komisaris tahun 2020 adalah sebagai berikut:

## Determination of the Remuneration for the Board of Commissioners

The remuneration for the Board of Commissioners for 2020 is as follows:

NO	URAIAN PENGHASILAN Income Description	KETERANGAN Information
1	Honorarium Honorarium	<ol style="list-style-type: none"> <li>Komisaris utama = 45% dari gaji Direktur utama;</li> <li>Komisaris = 90% dari honorarium Komisaris utama.</li> </ol> <ol style="list-style-type: none"> <li>The main commissioner = 45% of the salary of the President Director;</li> <li>Commissioners = 90% of the honorarium of the main Commissioners.</li> </ol>
2	Tunjangan Allowance	<ol style="list-style-type: none"> <li>Tunjangan hari raya keagamaan dibayarkan sebesar 1 kali honorarium;</li> <li>Tunjangan Transport 20% dari Honorarium per bulan;</li> <li>Asuransi Purna Jabatan = premi asuransi paling banyak 25% dari honorarium, termasuk didalamnya premi untuk asuransi kecelakaan dan kematian. Diberikan setelah yang bersangkutan berhenti dari jabatan sebagai Direksi.</li> </ol> <ol style="list-style-type: none"> <li>Religious holiday allowances are paid at 1 time honorarium;</li> <li>Transport allowance are paid at 20% of the honorarium per month;</li> <li>Full Position insurance = insurance premium at most 25% of the honorarium, including premiums for accident and death insurance. Provided after the relevant person has resigned from his position as a Director.</li> </ol>
3	Fasilitas Facilities	<ol style="list-style-type: none"> <li>Dalam bentuk asuransi kesehatan atau penggantian biaya pengobatan (at cost)</li> <li>Bantuan hukum diberikan sebesar pemakaian (at cost)</li> </ol> <ol style="list-style-type: none"> <li>In the form of health insurance or reimbursement of medical expenses (at cost)</li> <li>Legal assistance is given as much as usage (at cost)</li> </ol>
4	lain-lain Others	<p>Biaya operasional dianggarkan untuk pakaian seragam (apabila menerapkan ketentuan pemakaian seragam) dan keanggotaan perkumpulan profesi sesuai dengan kemampuan perusahaan.</p> <p>Operational costs are budgeted for uniform clothing (if applying uniform usage conditions) and membership of professional associations in accordance with the capabilities of the company</p>
5	Tantiem Incentives	<p>Ditetapkan setiap tahun sesuai keputusan RUPS.</p> <p>Set every year according to the resolution of the GMS.</p>

Dalam menjalankan penugasannya Dewan Komisaris mendapat penghasilan berupa honorarium yang besarnya ditetapkan melalui Surat Asisten Deputi Bidang Sarana dan Prasarana Perhubungan Kementerian BUMN, Nomor : S-15/Wk2.MBU.F/08/2020, Tgl. 4 Agustus 2020, Perihal Penetapan Penghasilan Direksi dan Dewan Komisaris PT Pelabuhan Indonesia IV (Persero) Tahun 2020, sebagai berikut :

In carrying out its duties, the Board of Commissioners receives income in the form of an honorarium, the amount of which is determined by the Assistant Deputy for Transportation Facilities and Infrastructure of the Ministry of SOEs Number: S-15 / Wk2.MBU.F / 08/2020, Date. August 4, 2020, regarding the determination of the remuneration of the Board of Directors and Board of Commissioners of PT Pelabuhan Indonesia IV (Persero) in 2020, as follows:

1. Gaji Direktur Utama sebesar Rp.190.000.000,- per bulan. Gaji Direktur yang membidangi SDM sebesar 90% dari gaji Direktur Utama dan Anggota Direksi lainnya sebesar 85% dari gaji Direktur Utama;
2. Honorarium Komisaris Utama ditetapkan sebesar 45% dari gaji Direktur Utama, dan Honorarium anggota Dewan Komisaris ditetapkan sebesar Rp.90% dari Honorarium Komisaris Utama

Untuk mewujudkan keadilan dalam penetapan penghasilan bagi Direksi dan Dewan Komisaris, ditetapkan Peraturan Menteri BUMN RI, Nomor PER-12/MBU/11/2020, tentang Perubahan kelima atas peraturan Menteri BUMN, Nomor PER-04/MBU/2014 tentang Pedoman penetapan penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN.

Komposisi besarnya Tantiem bagi anggota Direksi dan Dewan Komisaris mengikuti Faktor Jabatan, sebagai berikut :

1. Wakil Direktur Utama : 95% dari Direktur Utama;
2. Anggota Direksi lainnya : 85% dari Direktur Utama;
3. Komisaris Utama : 45% dari Direktur Utama;
4. Wakil Komisaris Utama : 42,5% dari Direktur Utama;
5. Anggota Dewan Komisaris : 90% dari Komisaris Utama.

Selain itu, Dewan Komisaris juga menerima tunjangan dan/atau fasilitas diberikan mengacu pada ketentuan sebagaimana tertuang dalam Peraturan menteri negara BUMN nomor Per-04/MBU/2014, tanggal 10 Maret 2014, tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas Badan Usaha Milik Negara.

1. The President Director's salary is IDR 190,000,000 per month. The salary of the Director in charge of HR and other members of the Board of Directors, respectively, is 90% and 85% of the salary of the President Director;
2. Honorarium for the President Commissioner is set at 45% of the salary of the President Director, and Honorarium for members of the Board of Commissioners is set at 90% of Honorarium for the President Commissioner.

In order to achieve fairness in determining income for the Board of Directors and the Board of Commissioners, RI Minister of SOEs Regulation Number PER-12 / MBU / 11/2020 concerning the fifth Amendment to the Regulation of the Minister of SOEs Number PER-04 / MBU / 2014 concerning Guidelines for determining the remuneration of the Board of Directors, Board of Commissioners, and the SOEs Supervisory Board was enacted.

The composition of the profit shares value for the members of the Board of Directors and the Board of Commissioners is calculated based on the following Position Factors:

1. Deputy President Director: 95% of the President Director;
2. Other members of the Board of Directors: 85% of the President Director;
3. President Commissioner: 45% of the President Director;
4. Vice President Commissioner: 42.5% of the President Director;
5. Members of the Board of Commissioners: 90% of the President Commissioner.

In addition, the Board of Commissioners also receives allowances and / or facilities given referring to the provisions set forth in the SOEs Ministerial Regulation number Per-04 / MBU / 2014, dated March 10, 2014, concerning Guidelines for Determination of Income for the Board of Directors, Board of Commissioners and Board of Trustees of State-owned Enterprises.

## Struktur dan Besaran Remunerasi Direksi

## Structure and Amount of Remuneration for the Board of Directors

No	URAIAN PENGHASILAN Remuneration Structure	KETERANGAN Description
1	Gaji Honorarium	<ol style="list-style-type: none"> <li>Direktur Utama = 100%;</li> <li>Direktur yang membidangi SDM = 90% dari Direktur Utama;</li> <li>Anggota Direksi lain = 85% dari Direktur Utama</li> </ol> <ol style="list-style-type: none"> <li>President Director = 100%;</li> <li>Director SDM = 90% of President Director;</li> <li>Other Directors = 85% of President Director</li> </ol>
2	Tunjangan Allowance	<ol style="list-style-type: none"> <li>Tunjangan hari raya keagamaan dibayarkan sebesar 1 kali gaji;</li> <li>Asuransi Purna Jabatan = premi asuransi paling banyak 25% dari gaji, termasuk di dalamnya premi untuk asuransi kecelakaan dan kematian. Diberikan setelah yang bersangkutan berhenti dari jabatan sebagai Direksi.</li> </ol> <ol style="list-style-type: none"> <li>Religious day allowance is paid amounting 1 month honorarium;</li> <li>Retirement Insurance = insurance premium is maximum 25% of the honorarium, including accident and life insurance premiums. The insurance will be disbursed after the member resigned as the Board of Directors.</li> </ol>
3	Fasilitas Facilities	<ol style="list-style-type: none"> <li>Kendaraan dinas = 1 unit mobil, termasuk biaya pemeliharaan dan operasional sesuai dengan kemampuan perusahaan;</li> <li>Kesehatan = untuk yang bersangkutan dan 1 orang suami/istri serta maksimum 3 orang anak yang belum mencapai usia 25 tahun (belum pernah menikah atau belum pernah bekerja);</li> <li>Bantuan hukum = diberikan sesuai dengan kebutuhan dan peraturan yang berlaku.</li> </ol> <ol style="list-style-type: none"> <li>Operational vehicle = 1 unit car, including maintenance and operational allowances based on the Company's capacity.</li> <li>Health = for the member and is 1 wife/husband and maximum 3 children before 25 years (not married or never been worked).</li> <li>Legal assistance = provided based on needs and the prevailing regulations.</li> </ol>
4	lain-lain Others	<ol style="list-style-type: none"> <li>Cuti diberikan sebanyak 12 hari kerja setiap tahun tanpa diberikan tunjangan cuti berlaku setelah bekerja selama 12 bulan berturut-turut.</li> <li>Biaya operasional = biaya komunikasi, pakaian seragam, keanggotaan perkumpulan profesi, club membership/corporate member, biaya representasi.</li> </ol> <ol style="list-style-type: none"> <li>Leaves are given as 12 working days annually unpaid after working for 12 consecutive months.</li> <li>Operational cost = communication cost, uniform, professional association membership, club membership/corporate member, representative cost.</li> </ol>
5	Tantiem Incentives	Ditetapkan setiap tahun sesuai keputusan RUPS. Stipulated annually based on GMS resolutions.

## Pengukuran kinerja dikaitkan dengan Remunerasi

Pengukuran kinerja anggota Direksi dan Anggota Dewan Komisaris dikaitkan dengan Remunerasi, dengan penjelasan :

1. **Rentang klasifikasi hasil evaluasi kinerja/KPI anggota Direksi dan anggota Dewan Komisaris dikaitkan dengan Remunerasi :**
  - a. Evaluasi KPI rata-rata di atas 80 : Sangat baik;
  - b. Evaluasi KPI rata-rata 70 <Skor< 80 : Baik.
  - c. Evaluasi KPI rata-rata 60 <Skor< 70 : Cukup.
  - d. Evaluasi KPI rata-rata 50 <Skor< 60 : Kurang baik.
2. **Remunerasi dikaitkan Evaluasi Kinerja :**
  - a. Sangat baik : 100% + (plus IK)
  - b. Baik : 100%
  - c. Cukup : 95%
  - d. Kurang baik : 90%

## Indikator Penetapan Remunerasi Bagi Dewan Komisaris dan Direksi

Dalam menetapkan indikator Dewan Komisaris dan Direksi Perseroan mengacu kepada Peraturan Menteri BUMN Nomor: PER-04/MBU/2014 tentang pedoman penetapan penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN sebagai berikut:

1. Faktor skala usaha
2. Faktor kompleksitas usaha
3. Tingkat inflasi
4. Kondisi dan kemampuan keuangan Perusahaan
5. Faktor-faktor lain yang relevan, serta tidak boleh bertentangan dengan peraturan perundangundangan
6. Untuk presentasi penetapan remunerasi Dewan Komisaris adalah 50% dari Direktur Utama untuk Komisaris Utama dan 45% dari Direktur Utama untuk anggota Komisaris.

## Performance measurement linked to remuneration

Explanation on the performance measurement of members of the Board of Directors and members of the Board of Commissioners in relation to Remuneration:

1. The range of classification of the results of the performance evaluation / KPI for members of the Board of Directors and members of the Board of Commissioners in relation to Remuneration:
  - a. KPI Evaluation Average above 80: Very good;
  - b. Average KPI Evaluation 70 <Score <80: Good.
  - c. Average KPI Evaluation 60 <Score <70: Sufficient.
  - d. Average KPI Evaluation 50 <Score <60: Not good.
2. Remuneration linked to performance evaluation:
  - a. Very good: 100% + (plus IK)
  - b. Good: 100%
  - c. Sufficient: 95%
  - d. Not good: 90%

## Indicators for Determination of Remuneration for the Board of Commissioners and Directors

The determination of indicators for the Board of Commissioners and Directors of the Company refers to the Minister of SOE Regulation No. PER-04 / MBU / 2014 regarding guidelines for determining the remuneration of the Board of Directors, Board of Commissioners, and Supervisory Board of BUMN, as follows:

1. Business scale factor
2. Business complexity factor
3. Inflation rate
4. The Company's financial condition and capacity
5. Other relevant factors, and must not conflict with statutory regulations
6. The percentage of remuneration for the President Commissioner and members of the Commissioner is 50% and 45% of the President Director, respectively.

## Pengungkapan Indikator Untuk Penetapan Remunerasi Dewan Komisaris

1. Penetapan Penghasilan berupa gaji/honorarium, tunjangan dan fasilitas yang bersifat tetap dilakukan dengan mempertimbangkan faktor pendapatan, aktiva, kondisi dan kemampuan keuangan perusahaan, tingkat inflasi, dan faktor lain yang relevan, serta tidak boleh bertentangan dengan peraturan perundang-undangan.
2. Penetapan penghasilan berupa tunjangan dan tantiem yang bersifat variable, dilakukan dengan mempertimbangkan faktor pencapaian target, tingkat kesehatan dan kemampuan keuangan serta faktor lain yang relevan.
3. Pemberian remunerasi kepada Dewan Komisaris dilaksanakan dengan memperhatikan realisasi pencapaian *Key Performance Indicator* (KPI) Dewan Komisaris atas pencapaian kinerja perusahaan tahun 2020.

## Pengungkapan Bonus Kinerja, Bonus Non Kinerja dan Opsi Saham Dewan Komisaris dan Direksi

Tidak terdapat bonus kinerja, bonus non kinerja dan opsi saham yang diberikan kepada setiap anggota Dewan Komisaris dan Direksi. Perseroan memberikan Gaji/honorarium dan tantiem untuk anggota Direksi dan Dewan Komisaris Tahun Buku 2020 ditetapkan berdasarkan Keputusan Pemegang Saham selaku Rapat Umum Pemegang Saham Perseroan.

## Disclosure of Indicators for Determining the Remuneration of the Board of Commissioners

1. Determination of income in the form of salary / honorarium, allowances and facilities that are permanent in nature is carried out by taking into account the factors of income, assets, financial condition and capacity of the company, inflation rate and other relevant factors, without contradicting the laws and regulations.
2. Determination of income in the form of allowances and profit shares, which are variable in nature, is carried out by considering factors of target achievement, level of financial health and capacity, and other relevant factors.
3. Remuneration for the Board of Commissioners is carried out by taking into account the realization of the Board of Commissioners' Key Performance Indicator (KPI) achievement towards the company's 2020 performance achievement.

## Disclosure of performance and non-performance incentives and stock option for Board of Commissioners and Board of Directors

There are no performance bonuses, non-performance bonuses and share options given to each member of the Board of Commissioners and Board of Directors. The Company provides a salary / honorarium and profit share for members of the Board of Directors and Board of Commissioners for the 2020 Financial Year which is determined based on the Shareholders Decision at the General Meeting of Shareholders of the Company.



## SEKRETARIS DEWAN KOMISARIS

Secretary to the Board of Commissioners



**Sekretariat Dewan Komisaris dipimpin oleh seorang Sekretaris Dewan Komisaris yang diangkat oleh Dewan Komisaris dan bertanggungjawab langsung kepada Dewan Komisaris.**

*The Secretariat of the Board of Commissioners is led by a Secretary of the Board of Commissioners who is appointed by the Board of Commissioners and is directly responsible to the Board of Commissioners.*

### Organ Penunjang Dewan Komisaris

Dewan Komisaris dalam menjalankan tugas pengawasan dibantu oleh organ penunjang Dewan Komisaris yaitu Sekretaris Dewan Komisaris, Komite Audit, Komite Manajemen Risiko serta Komite Nominasi dan Remunerasi.

### Sekretaris Dewan Komisaris

Dewan Komisaris Pelindo IV membentuk Sekretariat Dewan Komisaris yang bertugas membantu dan mendukung kelancaran kegiatan dan tugas Dewan Komisaris dalam melakukan pengawasan dan pemberian nasihat kepada Direksi dalam melakukan pengurusan perusahaan. Sekretariat Dewan Komisaris dipimpin oleh seorang Sekretaris Dewan Komisaris yang diangkat oleh Dewan Komisaris dan bertanggungjawab langsung kepada Dewan Komisaris. Dalam melaksanakan tugasnya, Sekretaris Dewan Komisaris berpedoman pada Peraturan Menteri Negara Badan Usaha Milik Negara Nomor PER-12/MBU/2012 tanggal 24 Agustus 2012 tentang Organ Pendukung Dewan Komisaris dan Dewan Pengawas Badan Usaha Milik Negara yang antara lain mengatur Sekretariat Dewan Komisaris.

### Supporting Committees of the Board of Commissioners

To support its supervisory duties, the Board of Commissioners is assisted by supporting committees, namely the Secretary of the Board of Commissioners, the Audit Committee, the Risk Management Committee and the Nomination and Remuneration Committee.

### Secretary to the Board of Commissioners

The Board of Commissioners of Pelindo IV establishes a Secretariat to the Board of Commissioners which is tasked with assisting and supporting the smooth operation and duties of the Board of Commissioners in supervising and providing advice to the Board of Directors in managing the company. The Secretariat to the Board of Commissioners is led by a Secretary to the Board of Commissioners who is appointed by the Board of Commissioners and directly responsible to the Board of Commissioners. In carrying out his duties, the Secretary to the Board of Commissioners is guided by the Regulation of the State Minister for State-Owned Enterprises Number PER-12 / MBU / 2012 dated 24 August 2012 concerning the Supporting Organs for the Board of Commissioners and the Supervisory Board for State-Owned Enterprises which, among others, regulates the Secretariat to the Board of Commissioners.

## Profil Sekretaris Dewan Komisaris

## Profile of the Secretary to the Board of Commissioners

**Annas Abdillah Marta**  
Sekretaris Dewan Komisaris  
Secretary to the Board of Commissioners

Warga Negara : Indonesia  
 Tempat/Tanggal Lahir : Magetan, 8 Mei 1985  
 Domisili : Tangerang  
 Pendidikan terakhir : Sarjana/S1 Teknik Informatika  
 Riwayat Jabatan : Sekretaris Dewan Komisaris PT Perkebunan Nusantara II (2013-2016), Staf Dewan Komisaris PT Danareksa (Persero) (2011-2013), Subkoordinator Teknologi Informasi Kementerian BUMN (2018), Kasubid Pengembangan Teknologi Informasi Kementerian BUMN (2012-2018)

Citizen : Indonesian citizenship  
 Place / Date of Birth : Magetan, May 8, 1985  
 Domicile : Tangerang  
 Last education : Bachelor / S1 in Informatics Engineering  
 Position: Secretary to the Board of Commissioners of PT Perkebunan Nusantara II (2013-2016), Staff of the Board of Commissioners of PT Danareksa (Persero) (2011-2013), Sub-Coordinator of Information Technology of the Ministry of SOEs (2018), Head of Information Technology Development of the Ministry of BUMN (2012- 2018)

### Tugas dan Tanggung Jawab

Pengangkatan Sekretaris Dewan Komisaris didasarkan pada aspek pengetahuan yang mencukupi di bidang Undang- Undang dan peraturan lain yang berhubungan dengan Dewan Komisaris, administrasi, komunikasi serta managerial skill yang dibutuhkan.

Sekretaris Dewan Komisaris Perseroan memiliki pedoman yang mengatur setiap kegiatan aktivitasnya. Pedoman tersebut mengatur mengenai tugas-tugas Sekretaris Dewan Komisaris sebagai berikut:

1. Memimpin dan menyelenggarakan kegiatan di bidang kesekretariatan dalam lingkungan Dewan Komisaris yang perincian tugasnya diatur lebih lanjut oleh Dewan Komisaris.
2. Mengoordinasi penyediaan informasi yang dibutuhkan Dewan Komisaris dan komite-komite Dewan Komisaris, seperti monitoring tindak lanjut hasil keputusan/ rekomendasi dan arahan Dewan Komisaris, laporan berkala dari Direksi (Laporan Bulanan, Laporan Triwulanan, Laporan Tahunan,

### Duties and Responsibilities

The appointment of the Secretary of the Board of Commissioners is based on aspects of knowledge of laws and other regulations relating to the Board of Commissioners, administration, communication and managerial skills required.

The Secretary to the Board of Commissioners of the Company has guidelines that govern each of its activities. The guideline regulates the following duties of the Secretary of the Board of Commissioners:

1. To lead and organize secretarial activities within the Board of Commissioners, with details of their duties being further regulated by the Board of Commissioners.
2. Coordinating the provision of information needed by the Board of Commissioners and the committees of the Board of Commissioners, such as monitoring the follow-up of decisions / recommendations and direction of the Board of Commissioners, periodic reports from the Board of Directors (Monthly

Laporan Hasil Pemeriksaan SPI) serta laporan/informasi lainnya mengenai pengelolaan Perseroan yang dilakukan oleh Direksi.

3. Menyusun dan memfinalisasi laporan dan dokumen yang menjadi kewajiban Dewan Komisaris, antara lain Laporan Hasil Pengawasan Dewan Komisaris dan Rencana Kerja dan Anggaran Dewan Komisaris.
4. Menyelenggarakan rapat Dewan Komisaris, penyiapan dan pengiriman undangan, penyampaian materi rapat serta pembuatan risalah rapat, serta tugas-tugas lain yang terkait.
5. Mengoordinasi dan memfasilitasi kegiatan Komite Komisaris.
6. Mengumpulkan data-data teknis yang berasal dari komite-komite Dewan Komisaris untuk keperluan Dewan Komisaris.
7. Menyusun dan mengadministrasikan risalah rapat dan dokumen Dewan Komisaris lainnya serta mengirimkan hasil-hasil keputusan rapat kepada pihak – pihak yang berkepentingan.
8. Sekretaris Dewan Komisaris menetapkan prosedur teknis kunjungan kerja Dewan Komisaris.

### **Pelaksanaan Tugas Sekretaris Dewan Komisaris Tahun 2020**

Selama tahun 2020 Sekretaris Dewan Komisaris telah melaksanakan fungsi dan tugasnya membantu dan mendukung pelaksanaan tugas Dewan Komisaris dalam melaksanakan pengawasan terhadap pelaksanaan tugas dan tanggung jawab Direksi melalui pemberian informasi, *review*, kajian, dan laporan kepada Dewan Komisaris agar fungsi pengawasan Dewan Komisaris berjalan efektif, yang secara umum meliputi hal-hal sebagai berikut:

1. Mempersiapkan bahan dan menyusun rancangan Rencana Kerja Dewan Komisaris Tahun 2020 dan Realisasi Rencana Kerja Dewan Komisaris 2019.
2. Penyiapan konsep surat Dewan Komisaris dan Dokumentasi Dewan Komisaris dimana selama tahun 2020 telah menyusun konsep surat dan dokumentasi kegiatan Dewan Komisaris sebagai berikut:

Reports, Quarterly Reports, Annual Reports, SPI Audit Results Reports) and other reports/information regarding the efforts of the Board of Directors in managing the Company.

3. Prepare and finalize reports and documents which are the obligations of the Board of Commissioners, including the Board of Commissioners' Supervisory Report and the Work Plan and Budget of the Board of Commissioners.
4. Organizing meetings of the Board of Commissioners, preparing and sending invitations, delivering meeting materials and preparing minutes of meetings, as well as other related tasks.
5. Coordinating and facilitating the activities of the Commissioners Committee.
6. Collecting technical data originating from the Board of Commissioners' committees for the purposes of the Board of Commissioners.
7. Compile and administer meeting minutes and other Board of Commissioners documents and send meeting decisions to interested parties.
8. The Secretary to the Board of Commissioners determines the technical procedures for the work visit of the Board of Commissioners.

### **Implementation of Duties of Secretary to the Board of Commissioners in 2020**

During 2020, the Secretary of the Board of Commissioners has carried out his functions and duties in assisting and supporting the implementation of the duties of the Board of Commissioners in overseeing the implementation of the duties and responsibilities of the Board of Directors through providing information, reviews, studies and reports so that the supervisory function runs effectively. In general, the duties of the Secretary to the Board of Commissioners include the following:

1. Prepare materials and compile the draft 2020 Board of Commissioners Work Plan and Realization of the 2019 Board of Commissioners Work Plan.
2. Preparing the draft letter of the Board of Commissioners and Documentation of the Board of Commissioners. The draft letter and documentation of the Board of Commissioners' activities that have been prepared in 2020 are as follows:

Uraian	Realisasi Realisasi	Description
Jumlah Surat Keluar	267 dokumen/ document	Number of Outgoing Letters
Jumlah Surat Masuk	108 dokumen/ document	Number of Incoming Mail
Jumlah Buku Rencana Kerja dan/atau Buku Laporan	2 dokumen/ document	Number of Work Plan Books and / or Report Books
Jumlah Notulensi Rapat Dewan Komisaris	12 dokumen/ document	Number of Board of Commissioners Meeting Minutes

3. Memantau, mereview dan menginformasikan perkembangan peraturan perundang-undangan terbaru untuk disampaikan kepada Dewan Komisaris, termasuk pembuatan, pembaharuan/penyesuaian Surat Keputusan Dewan Komisaris serta piagam komite-komite di bawah Dewan Komisaris berdasarkan peraturan perundang-undangan yang berlaku.
  4. Mengkoordinasikan dan menyelenggarakan rapat Dewan Komisaris termasuk mempersiapkan jadwal rapat, materi rapat, menyusun dan mengadministrasikan risalah rapat Dewan Komisaris. Realisasi Rapat Dewan Komisaris selama tahun 2020 sebanyak 12x rapat.
  5. Menyampaikan saran dan pendapat Dewan Komisaris berdasarkan hasil rapat Dewan Komisaris kepada Direksi serta melakukan pemantauan terhadap tindaklanjut saran dan pendapat Dewan Komisaris tersebut.
  6. Membantu dan mendukung pelaksanaan tugas Komite-komite di bawah Dewan Komisaris sebagai bagian dari tugas Dewan Komisaris berdasarkan peraturan yang berlaku
3. Monitor, review and inform developments of the latest laws and regulations to be submitted to the Board of Commissioners, including making, updating / adjusting the Decree of the Board of Commissioners and the charter of the committees under the Board of Commissioners with the prevailing laws and regulations.
  4. Coordinating and holding Board of Commissioners meetings, including preparing meeting schedules, meeting materials, compiling and administering minutes of the Board of Commissioners' meetings. Realization of Board of Commissioners Meetings in 2020 was 12 meetings.
  5. Delivering suggestions and opinions of the Board of Commissioners based on the results of the Board of Commissioners meeting to the Board of Directors as well as monitoring the follow-up.
  6. Assisting and supporting the implementation of the duties of the Committees under the Board of Commissioners as part of the duties of the Board of Commissioners based on the prevailing regulations

## KOMITE AUDIT

### Audit Committee



**Komite Audit membantu Dewan Komisaris mengawasi fungsi Direksi dalam mengelola Perusahaan sesuai dengan prinsip-prinsip tata kelola Perusahaan yang baik**

*The Audit Committee assists the Board of Commissioners in overseeing the functions of the Board of Directors in managing the Company in accordance with the principles of good corporate governance.*

Komite Audit membantu Dewan Komisaris mengawasi fungsi Direksi dalam mengelola Perusahaan sesuai dengan prinsip-prinsip tata kelola Perusahaan yang baik. Ruang lingkup Komite kerja yaitu membantu Dewan Komisaris mengawasi hal-hal terkait informasi keuangan, sistem pengendalian internal, efektivitas pemeriksaan oleh auditor eksternal dan internal, dan kepatuhan terhadap peraturan perundangan yang berlaku.

Dalam rangka melaksanakan pengelolaan Perusahaan yang baik (*Good Corporate Governance*), Dewan Komisaris telah membentuk Komite Audit dengan berpedoman kepada ketentuan yang berlaku. Tugas dan Tanggung Jawab Komite Audit, serta Kode Etik Komite Audit diatur dalam Piagam Komite Audit dan Kode Etik Komite Audit yang telah ditetapkan Dewan Komisaris.

### Dasar Pembentukan Komite Audit

Pembentukan Komite Audit mengacu pada peraturan sebagai berikut:

1. Undang-Undang Nomor 19 tahun 2003 tentang BUMN pasal 70 ayat 1 yang menyebutkan bahwa Dewan Komisaris wajib membentuk Komite Audit yang bekerja secara kolektif dan berfungsi sebagai pengawas perusahaan

The Audit Committee assists the Board of Commissioners in overseeing the functions of the Board of Directors in managing the Company in accordance with the principles of good corporate governance. The scope of the work committee is to assist the Board of Commissioners in supervising matters related to financial information, the internal control system, the effectiveness of audits by external and internal auditors, and compliance with applicable laws and regulations.

In order to carry out good corporate governance, the Board of Commissioners has established an Audit Committee based on applicable regulations. The Duties and Responsibilities of the Audit Committee, as well as the Audit Committee Code of Ethics are stipulated in the Audit Committee Charter and the Audit Committee Code of Ethics that have been established by the Board of Commissioners.

### Basis for Establishing the Audit Committee

The establishment of the Audit Committee refers to the following rules:

1. Law Number 19 of 2003 concerning SOEs article 70 paragraph 1 which states that the Board of Commissioners is obliged to form an Audit Committee that works collectively and functions as a company supervisor.



- Peraturan Menteri BUMN Nomor: PER-05/MBU/2006 tanggal 20 Desember 2006 tentang Komite Audit Bagi Badan Usaha Milik Negara yang diperbarui dengan Peraturan Menteri BUMN Nomor: PER-12/MBU/2012 tanggal 24 Agustus 2012 tentang Organ Pendukung Dewan Komisaris/ Dewan Pengawas BUMN.
- Surat Keputusan Dewan Komisaris nomor: KEP-4/KPI.IV/2007 tanggal 1 Agustus 2007.

## Piagam Komite Audit

Komite audit memiliki Piagam (Charter) Komite audit yang telah disetujui oleh Dewan Komisaris melalui Keputusan nomor KEP-9/KPI.IV/2012 tanggal 10 Oktober 2012 dan dimutakhirkan pada tanggal 28 Agustus 2018 sesuai dengan KEP 26/KPI.IV/2018 yang digunakan sebagai pedoman dan tata tertib kerja anggota Komite audit dalam menjalankan tugas dan tanggung jawabnya secara profesional dan independen. Dalam Piagam Komite Audit diatur struktur dan persyaratan keanggotaan, masa tugas, tugas dan tanggung jawab, wewenang, rapat Komite Audit, serta kewajiban pelaporan pelaksanaan tugas atau aktivitas Komite Audit. Kode Etik Komite Audit mencakup integritas, objektif dan independen, kerahasiaan, serta kompetensi.

## Struktur Keanggotaan Komite Audit

Struktur, keanggotaan dan keahlian Komite Audit adalah sebagai berikut:

- Anggota Komite Audit sekurang-kurangnya terdiri dari 1 (satu) orang Komisaris Independen sebagai Ketua merangkap anggota, 1 (satu) orang Pihak Independen yang memiliki keahlian di bidang keuangan atau akuntansi dan 1 (satu) orang Pihak Independen yang memiliki keahlian di bidang hukum atau perbankan.

- SOEs Ministerial Regulation Number: PER-05 / MBU / 2006 dated December 20, 2006 concerning Audit Committee for State-Owned Enterprises which was updated by SOEs Ministerial Regulation Number: PER-12 / MBU / 2012 dated August 24, 2012 concerning Supporting Organs for the Board of Commissioners / Board Supervisor for SOEs.
- Decree of the Board of Commissioners number: KEP-4 / KPI.IV / 2007 dated 1 August 2007.

## Audit Committee Charter

The audit committee has an audit committee Charter which has been approved by the Board of Commissioners through Decree number KEP-9 / KPI.IV / 2012 dated 10 October 2012 and updated on 28 August 2018 in accordance with the KEP 26 / KPI.IV / 2018 used as a guideline and work order for members of the Audit Committee in carrying out their duties and responsibilities in a professional and independent manner. The Audit Committee Charter regulates the structure and requirements for membership, tenure, duties and responsibilities, authorities, Audit Committee meetings, and reporting obligations on the implementation of duties or activities of the Audit Committee. The Audit Committee Code of Ethics covers integrity, objectivity and independence, confidentiality, and competence.

## Audit Committee Membership Structure

The structure, membership and expertise of the Audit Committee are as follows:

- Members of the Audit Committee consist of at least 1 (one) Independent Commissioner as Chairman concurrently as a member, 1 (one) Independent Party with expertise in finance or accounting and 1 (one) Independent Party with expertise in the field of law or banking.

- |   |   |
|---|---|
| <p>2. Komisaris Independen dan Pihak Independen yang menjadi anggota Komite Audit sekurang-kurangnya 51 % dari Jumlah Anggota Komite Audit.</p> <p>3. Anggota Komite Audit yang merupakan Komisaris Independen diangkat sebagai Ketua Komite Audit. Dalam hal Komisaris Independen yang menjadi anggota Komite Audit lebih dari 1 (satu) orang</p> <p>4. Masa tugas Komite Audit yang berasal dari anggota Dewan Komisaris tidak boleh lebih lama daripada masa jabatan Komisaris dan dapat diangkat kembali hanya untuk 1 (satu) periode berikutnya.</p> | <p>2. At least 51% of the total members of the Audit Committee are Independent Commissioners and Independent Parties.</p> <p>3. The Chairman of the Audit Committee is a member of the Audit Committee who is also an Independent Commissioner. If there is more than 1 (one) Independent Commissioner who is a member of the Audit Committee, then 1 (one) person.</p> <p>4. The term of office of the Audit Committee from members of the Board of Commissioners may not be longer than their tenure as Commissioner and can be reappointed only for the next 1 (one) period.</p> |
|---|---|

Susunan Komite Audit Perusahaan pada periode 31 Desember 2020 adalah sebagai berikut:

The composition of the Company's Audit Committee as of December 31, 2020 is as follows:

NAMA Name	JABATAN Position	DASAR HUKUM PENUNJUKAN Legal Basis Of Appointment	KUALIFIKASI PENDIDIKAN Educational Qualifications	PENGALAMAN KERJA Work Experience
Syamsu Alam	Ketua Komite Audit Chairman of the Audit Committee	Keputusan Dewan Komisaris Nomor KEP-01/KPI.IV/2019 Board of Commissioners Decree Number KEP-01/KPI.IV/2019	Sarjana Kehutanan Magister Perencanaan Wilayah serta Phd di bidang Ilmu pertanian Bachelor of Forestry Masters in Regional Planning as well as Phd in the field of Agricultural Science	Guru Besar Universitas Hasnuddin Professor of Hasnuddin University
Djam'an AM	Anggota Komite Audit Bidang Operasional Member of the Audit Committee for Operations	Keputusan Dewan Komisaris Nomor KEP-7/KPI.IV/2015, kemudian diperbaharui dengan Keputusan Dewan Komisaris Nomor KEP-21/KPI.IV/2018 Board of Commissioners Decree Number KEP-7 / KPI.IV / 2015, then updated with Board of Commissioners Decree Number KEP-21/KPI.IV/2018	Sarjana Ilmu Manajemen Bachelor of Management Science	Pernah menjadi General Manager Pelindo IV (Persero) Has been the General Manager of Pelindo IV (Persero)
Abdul Hamid Habbe	Anggota Komite Audit Bidang Keuangan dan Akuntansi Member of the Audit Committee in Finance and Accounting	Keputusan Dewan Komisaris Nomor KEP-24/KPI.IV/2018 Board of Commissioners Decree Number KEP-24/KPI.IV/2018	Sarjana Akuntansi dan Magister Akuntansi Bachelor of Accounting and Master of Accounting	Tenaga Pengajar bidang Akuntansi Universitas Hasnuddin Makassar Lecturer in Accounting at Hasnuddin University Makassar

## Profil Komite Audit

## Audit Committee Profile



**Syamsu Alam**

Ketua Komite Audit  
Chairman of the Audit Committee

Ketua Komite Audit, warga negara Indonesia, saat ini berusia 61 tahun. Menyelesaikan Pendidikan Sarjana Kehutanan Universitas Hasanuddin (1984), Magister Perencanaan Pembangunan Wilayah Universitas Hasanuddin (1993), Doktor Ilmu Pertanian Universitas Hasanuddin (2007). Saat ini menjabat juga sebagai Komisaris PT Pelindo IV (2019 - Sekarang), dengan pengalaman kerja sebagai pejabat Pemerintah Kabupaten Bantaeng (2010-2018), serta Guru besar Universitas Hasanuddin Makassar (2008-sekarang) dimana sebelumnya telah menjadi Dosen Universitas Hasanuddin Makassar (1985-sekarang).

Chairman of the Audit Committee, Indonesian citizen, currently 61 years old. Completed Bachelor of Forestry Education at Hasanuddin University (1984), Masters in Regional Development Planning at Hasanuddin University (1993), Doctor of Agricultural Science at Hasanuddin University (2007). Currently, he also serves as Commissioner of PT Pelindo IV (2019 - Present), with work experience as an official of the Bantaeng Regency Government (2010-2018), as well as a Professor of Hasanuddin University Makassar (2008-present) where previously he was a Lecturer at Hasanuddin Makassar University (1985 -now).



**Djam'an A.M.**

Anggota Komite Audit  
Member of the Audit Committee

Anggota Komite Audit, warga negara Indonesia, saat ini berusia 65 tahun. Menyelesaikan Pendidikan Sarjana Ekonomi Manajemen dari Universitas Mulawarman tahun 1983, Master Business Administration dari Indonesia Institute of Management tahun 1993. Sebelum menjabat sebagai anggota Komite Audit Perseroan, pernah menjabat sebagai General Manager PT Pelindo IV Makassar (2010-2012), Kepala Satuan Pengawasan Intern (2008-2010), Sekretaris Perusahaan (2004-2008), Senior Manager Akuntansi Manajemen (2004-2008).

Member of the Audit Committee, Indonesian citizen, currently 65 years old. Completing a Bachelor of Economics in Management from Mulawarman University in 1983, Master of Business Administration from the Indonesian Institute of Management in 1993. Prior to serving as a member of the Company's Audit Committee, he served as General Manager of PT Pelindo IV Makassar (2010-2012), Head of the Internal Audit Unit (2008-2010), Corporate Secretary (2004-2008), Senior Manager of Management Accounting (2004-2008).



**Abdul Hamid Habbe**  
 Anggota Komite Audit  
 Member of the Audit Committee

Anggota Komite Audit, warga negara Indonesia, saat ini berusia 58 tahun. Menyelesaikan Pendidikan Sarjana Akuntansi Universitas Hasanuddin tahun 1988, Master Akuntansi UGM tahun 2000, Doktor Akuntansi UGM tahun 2006. Saat ini juga menjabat sebagai Ketua Badan Pemeriksa Keuangan Wahdah Islamiyah (2016–sekarang), Ketua Program Studi Doktor Akuntansi Unhas (2019–sekarang). Sebelumnya Ketua Program Studi Magister Akuntansi Unhas (2012–2016), Ketua Program Studi Akuntansi Unhas (2007 – 2011), Dosen Akuntansi Unhas (1992–Sekarang), Ketua Ikatan Akuntansi Indonesia Kompartemen Akuntan Pendidik-IAI-KAPd (2011–2017) Sulsel, Pengurus Forum Dosen Akuntansi Syariah IAI-KAPd (2017–Sekarang).

Member of the Audit Committee, Indonesian citizen, currently 58 years old. Completing his Bachelor of Accounting Education at Hasanuddin University in 1988, Master of Accounting at UGM in 2000, Doctor of Accounting at UGM in 2006. Currently also serves as Chairman of the Wahdah Islamiyah Audit Board (2016–present), Chair of Hasanuddin University’s Doctor of Accounting Study Program (2019) –now). Previously Head of the Hasanuddin University Accounting Masters Study Program (2012–2016), Chair of the Hasanuddin University Accounting Study Program (2007 – 2011), Hasanuddin University Lecturer in Accounting (1992–Present), Chair of the Indonesian Accounting Association Compartment of Educator Accountants-IAI-KAPd (2011– 2017) South Sulawesi, Management of the IAI-KAPd Sharia Accounting Lecturer Forum (2017–Present).

## Kriteria Anggota Komite Audit

Persyaratan yang harus dipenuhi sebagai anggota Komite Audit, yaitu:

1. Mempunyai keahlian di bidang keuangan, teknik, manajemen, hukum dan berpengalaman dalam audit dari suatu perusahaan;
2. Tidak mempunyai kepentingan atau keterkaitan pribadi yang dapat menimbulkan *Conflict of Interest* ataupun dampak negatif;
3. Mampu berkomunikasi secara efektif terutama dalam hal melihat berbagai permasalahan dan dapat memberikan saran-saran yang konstruktif; dan
4. Dapat menyediakan waktu yang cukup untuk menyelesaikan tugasnya.

## Pengangkatan dan Pemberhentian Komite Audit

Pengangkatan dan pemberhentian anggota Komite Audit dilakukan oleh Dewan Komisaris berdasarkan Surat Keputusan yang dikeluarkan oleh Dewan Komisaris Perseroan dan dilaporkan kepada Rapat Umum

## Criteria for Audit Committee Members

Requirements that must be met as a member of the Audit Committee, namely:

1. Having expertise in finance, engineering, management, law and experience in auditing a company;
2. Do not have personal interests or relationships that can cause Conflict of Interest or negative impacts;
3. Able to communicate effectively, especially the ability to see various problems and be able to provide constructive suggestions; and
4. Can provide sufficient time to complete the task.

## Appointment and Dismissal of the Audit Committee

The appointment and dismissal of members of the Audit Committee is carried out by the Board of Commissioners based on a Decree issued by the Company’s Board of Commissioners and reported to the General Meeting

Pemegang Saham. Pemberhentian anggota Komite Audit dapat dilakukan apabila yang bersangkutan berakhir masa jabatannya dan diberhentikan berdasarkan keputusan Dewan Komisaris karena tidak memenuhi kinerja yang telah ditetapkan dan/ atau tidak kompeten dalam menjalankan tugasnya.

## Proses Pemilihan Anggota Komite yang Berasal dari Pihak Independen

Rangkaian Proses Pemilihan Anggota Komite yang Berasal dari Pihak Independen dijabarkan sebagai berikut:

1. Dewan Komisaris mengusulkan nama calon anggota komite dari pihak independen yang dipersiapkan oleh Sekretaris Dewan Komisaris, dimana calon anggota komite harus memenuhi persyaratan dan berasal dari luar Perusahaan.
2. Calon anggota komite dari pihak independen diharuskan memiliki pengetahuan dan pengalaman kerja yang cukup di bidang tugas Komite terkait dan tidak diperbolehkan memiliki hubungan keuangan, kepengurusan, kepemilikan saham, dan/ atau hubungan keluarga dengan anggota Dewan Komisaris lainnya, Direksi dan/atau Pemegang Saham yang bisa mempengaruhi independensinya.
3. Dewan Komisaris akan melakukan seleksi untuk meneliti kapabilitas calon anggota komite yang diajukan.
4. Dewan Komisaris akan memutuskan kandidat yang terpilih sebagai anggota komite dari pihak independen dengan mempertimbangkan hasil seleksi melalui Rapat Internal Dewan Komisaris.
5. Pengangkatan anggota Komite dari pihak Independen dicantumkan dalam Surat Keputusan Dewan Komisaris

## Independensi Komite Audit

Anggota Komite Audit merupakan profesional yang berasal dari praktisi audit bidang sektor kepelabuhanan dengan latar belakang pendidikan Teknik dan Akuntansi. Keberadaan Komite Audit tidak boleh memiliki hubungan langsung dengan aktivitas utama Perusahaan, sehingga anggota Komite Audit adalah orang-orang yang memiliki pemahaman mengenai bisnis Perseroan dan terutama harus memiliki independensi terhadap Perseroan.

of Shareholders. Dismissal of members of the Audit Committee can be carried out if their term of office ends or they are dismissed based on the decision of the Board of Commissioners because they are deemed unable to meet the set performance targets and / or are not competent in carrying out their duties.

## Selection Process of Committee Members from Independent Parties

The series of process for selecting committee members from independent parties is described as follows:

1. The Board of Commissioners proposes the names of candidates for committee members from independent parties prepared by the Secretary of the Board of Commissioners, in which the candidates for committee members must meet the requirements and come from outside the Company.
2. Candidates for committee members from independent parties are required to have sufficient knowledge and work experience in the relevant Committee duties and are not allowed to have financial, management, share ownership and / or family relationships with other members of the Board of Commissioners, Directors and / or Shareholders who can affect its independence.
3. The Board of Commissioners then conducts a selection to examine the capabilities of the proposed committee member candidates.
4. Taking into account the selection results of the Board of Commissioners Internal Meeting, the Board of Commissioners then selects a candidate from an independent party as a member of the committee.
5. The appointment of Committee members from an independent party is stated in the Decree of the Board of Commissioners

## Independence of the Audit Committee

Audit Committee members are professionals from audit practitioners in the port sector with an educational background in Engineering and Accounting. The existence of the Audit Committee must not have a direct relationship with the main activities of the Company, therefore members of the Audit Committee must understand the business of the Company and in particular must have independence from the Company.



Independensi anggota Komite Audit tercermin dalam tabel dengan aspek sebagai berikut:

The independence of the members of the Audit Committee is reflected in the table with the following aspects:

KOMITE AUDIT Audit Committee	ASPEK INDEPENDENSI Independency Aspects					
Syamsu Alam	Tidak memiliki hubungan keuangan dengan Dewan Komisaris dan Direksi <i>Has no financial relationship with the Board of Commissioners and Directors</i>	Tidak memiliki hubungan kepengurusan di Perseroan, Anak Perusahaan maupun Perusahaan Afiliasi <i>Has no management relationship in the Company, Subsidiaries or Affiliated Companies</i>	Tidak memiliki hubungan kepemilikan saham di Perseroan <i>Has no share ownership relationship in the Company</i>	Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi dan/atau sesama anggota Komite Audit <i>Has no family relationship with the Board of Commissioners, Board of Directors and / or fellow members of the Audit Committee</i>	Tidak menjabat sebagai pengurus partai pengurus partai politik, pejabat pemerintah daerah <i>Do not serve as party administrators for political parties, local government officials</i>	Tidak terdapat rangkap jabatan anggota Komite Audit yang dilarang oleh peraturan tentang pelaksanaan GCG. <i>There are no dual positions of members of the Audit Committee which are prohibited in the GCG implementation regulations.</i>
Djam'an AM						
Abdul Hamid Habbe						

Selama 2020, seluruh anggota Komite Audit Perseroan tidak memiliki hubungan keluarga dan keuangan dengan anggota Dewan Komisaris, Direksi dan sesama anggota Komite lain serta tidak memiliki hubungan kepengurusan dan kepemilikan saham pada perusahaan lain atau afiliasi.

During 2020, all members of the Company's Audit Committee have no family and financial relationship with members of the Board of Commissioners, Board of Directors and other members of the Committee and do not have management and share ownership relationships in other companies or affiliates.

## Pelaporan Komite Audit

Komite Audit harus membuat laporan berkala kepada Dewan Komisaris mengenai kegiatan Komite Audit, sekurang-kurangnya sekali dalam 3 (tiga) bulan. Komite Audit harus membuat laporan kepada Dewan Komisaris atas setiap penugasan yang diberikan dan atau untuk setiap masalah-masalah yang diidentifikasi memerlukan perhatian Dewan Komisaris.

## Audit Committee Reporting

The Audit Committee must make regular reports to the Board of Commissioners regarding the activities of the Audit Committee, at least once every 3 (three) months. The Audit Committee must make a report to the Board of Commissioners on every assignment given and / or for any identified problems requiring the attention of the Board of Commissioners.

## Tugas dan Tanggung Jawab Komite Audit

Komite Audit bertanggung jawab kepada Dewan Komisaris. Komite Audit Perseroan bertugas melakukan pemantauan dan evaluasi atas perencanaan dan pelaksanaan audit serta pemantauan atas tindak lanjut hasil audit dalam rangka menilai kecukupan pengendalian internal termasuk kecukupan proses pelaporan keuangan. Fungsi komite adalah untuk memberikan pendapat yang profesional dan independen kepada Dewan Komisaris terhadap laporan dan hal-hal

## Duties and Responsibilities of the Audit Committee

The Audit Committee reports to the Board of Commissioners. The Company's Audit Committee is tasked with monitoring and evaluating the planning and implementation of audits as well as monitoring the follow-up to audit results in order to assess the adequacy of internal control including the adequacy of the financial reporting process. The committee has a role to provide professional and independent opinion to the Board of Commissioners on reports and matters submitted by the

yang disampaikan Direksi kepada Dewan Komisaris serta mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris.

Pelaksanaan tugas Komite Audit mengacu pada Piagam Komite Audit sebagai pedoman kerjanya. Adapun tugas dan tanggung jawab Komite Audit terdiri dari:

1. Meningkatkan kualitas Laporan Manajemen dan Laporan Keuangan;
2. Mengevaluasi kecukupan dan efektivitas pengendalian internal perusahaan, serta memberikan rekomendasi penyempurnaan Sistem Pengendalian Internal serta pelaksanaannya bilamana dianggap perlu;
3. Mengevaluasi pelaksanaan kegiatan dan hasil audit yang dilakukan oleh Satuan Pengawasan Internal maupun auditor eksternal untuk meningkatkan kinerja dan efektivitas fungsi internal audit maupun auditor eksternal untuk memastikan bahwa pelaksanaan audit dan pelaporan hasil audit memenuhi standar audit;
4. Melakukan pengawasan dan procedure review terhadap informasi yang dikeluarkan Perusahaan termasuk brosur, laporan keuangan berkala, proyeksi dan informasi keuangan lainnya yang disampaikan kepada Pemegang Saham;
5. Mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris;
6. Melaksanakan tugas lain yang diberikan oleh Dewan Komisaris sesuai lingkup tugas dan kewajiban Dewan Komisaris.

## Rekapitulasi Rapat Komite Audit

Mengacu pada BoC Manual Perseroan, Komite Audit wajib melakukan pertemuan rutin dengan Dewan Komisaris sekurang-kurangnya 1 (satu) kali dalam sebulan serta melakukan pertemuan dengan fungsi terkait terutama fungsi keuangan dan Internal Audit dalam rangka membahas perkembangan dan aktivitas Perseroan baik secara berkala maupun sesuai kondisi yang diperlukan.

Board of Directors to the Board of Commissioners and identifies matters requiring the attention of the Board of Commissioners.

The Audit Committee works based on the Audit Committee Charter. The duties and responsibilities of the Audit Committee consist of:

1. Improve the quality of Management Reports and Financial Reports;
2. Evaluating the adequacy and effectiveness of the company's internal control, as well as providing recommendations to improve the Internal Control System and its implementation if deemed necessary;
3. Evaluating the implementation of activities and the results of audits conducted by both the Internal Audit Unit and the external auditors to improve the performance and effectiveness of the internal audit function and external auditors and to ensure that the implementation and reporting of audit results meet audit standards;
4. Perform supervision and review procedures on information issued by the Company, including brochures, periodic financial reports, projections and other financial information submitted to Shareholders;
5. Identifying matters that need to be considered by the Board of Commissioners;
6. Carry out other duties assigned by the Board of Commissioners in accordance with the scope of duties and obligations of the Board of Commissioners.

## Recapitulation of Audit Committee Meetings

Referring to the Company's BoC Manual, the Audit Committee is required to hold regular meetings with the Board of Commissioners at least 1 (once) a month as well as hold meetings with related functions, especially the financial function and Internal Audit in order to discuss the development and activities of the Company, both periodically and accordingly the necessary conditions.

Berikut tingkat kehadiran anggota Komite Audit periode 1 Januari – 31 Desember 2020 :

The following is the attendance level of the Audit Committee members for the period January 1 - December 31, 2020:

NAMA Name	RAPAT DENGAN SPI Meeting with SPI	RAPAT LAINNYA Other Meetings	KEHADIRAN Attendance	TINGKAT KEHADIRAN Attendance Rate
Syamsu Alam	6x	12		100%
Djam'an AM	6x	12		100%
Abdul Hamid Habbe	6x	12		100%

## Rekomendasi Komite Audit

Dari hasil evaluasi terhadap kegiatan Pengawasan Internal selama 2020, Komite Audit merekomendasikan beberapa hal penting yang perlu ditindaklanjuti di antaranya adalah:

1. SPI melakukan audit cabang secara on paper terhadap daerah yang zona merah atau sedang menerapkan PSBB
2. SPI melakukan pre audit untuk cabang yang tidak bisa dikunjungi pada periode 2020 akibat pandemi
3. SPI mengawal tindak lanjut temuan SPI dan KAP yang masih terbuka
4. SPI mengawal tindak lanjut temuan dan rekomendasi BPK.....

## Audit Committee Recommendations

From the results of the evaluation of Internal Supervision activities during 2020, the Audit Committee recommended several important things that need to be followed up, including:

1. SPI should conduct on-paper branch audits of areas in the red zone or are implementing PSBB
2. SPI should conduct pre-audits for branches that cannot be visited in the 2020 period due to the pandemic
3. SPI to oversee the follow-up to the findings of SPI and KAP which are still open
4. SPI to oversee the follow-up of BPK's findings and recommendations... ..

Berikut tingkat kehadiran anggota Komite Audit periode 1 Januari – 31 Desember 2020 :

Following are the attendance levels of the Audit Committee members for the period January 1 - December 31, 2020:

NO	URAIAN Description	TANGGAL Date	AGENDA RAPAT Meeting Agenda
1	Rapat Internal Internal Meeting	14 Januari 2020 05 Februari 2020 23 Maret 2020 02 April 2020 14 Mei 2020 09 Juni 2020 27 Juli 2020 18 August 2020 21 Sept. 2020 19 Okt. 2020 12 Nop. 2020 23 Des 2020	Membahas LHAM SPI, Hasil Audit KAP, RJPP, RKAP, Penghapusbukuan Aset Tetap, Laporan Manajemen Tahunan dan triwulanan, Laporan Komite Audit Discusses LHAM SPI, KAP Audit Results, RJPP, RKAP, Fixed Asset Write-offs, Annual and Quarterly Management Reports, Audit Committee Reports

NO	URAIAN Description	TANGGAL Date	AGENDA RAPAT Meeting Agenda
2	Rapat eksternal : • SPI • Tim Tindak Lanjut	11 Maret 2020 30 April 2020 11 Mei 2020 25 Agt 2020 04 Nov 2020 22 Des 2020	Laporan Kegiatan SPI Tahun 2019 Pembahasan temuan yang belum tuntas tahun 2019, Pembahasan temuan yang masih dalam proses, Laporan kegiatan SPI triwulanan 2020, program kerja SPI 2021 <b>2019 SPI Activity Report</b> Discussion of incomplete findings in 2019, Discussion of findings that are still in process, SPI 2020 quarterly activity report, SPI 2021 work program
3	Rapat eksternal (KAP)	21 Jan. 2020 20 Feb 2020 26 Feb 2020 14 Des 2020 28 Des 2020	Membahas progress audit dan kertas kerja; Membahas draft laporan audit; Finalisasi Laporan Audit tahun buku 2019. Audit expectation 2020, dan kick off meeting audit 2020 Discuss audit progress and working papers; Discuss the draft audit report; Finalization of the Audit Report for the 2019 financial year. Audit expectation 2020, and kick off the 2020 audit meeting

## Rekomendasi Komite Audit

Dari hasil evaluasi terhadap kegiatan Pengawasan Internal selama 2020, Komite Audit menyampaikan beberapa hal rekomendasi penting melalui Surat Komite Audit ke Manajemen, di antaranya adalah:

## Audit Committee Recommendations

From the results of the evaluation of Internal Supervision activities during 2020, the Audit Committee submitted several important recommendations through the Audit Committee Letter to Management, including:

NO.	TANGGAL Date	NOMOR SURAT Letter Number	PERIHAL Subject
1	08 Januari 2020	001/KA.IV/I/2020	Hasil Reviu LHAT SPI PT NTS tahun 2019 Results of PT NTS SPI LHAT Review in 2019
2	25 Januari 2020	003/KA.IV/I/2020	Hasil reviu LHAT SPI TPM tahun 2019 Results of the 2019 SPI TPM LHAT review
3	07 Januari 2020	004/KA.IV/I /2020	Hasil reviu LHAT SPI PT Equiport tahun 2019 PT Equiport year 2019 LHAT SPI review results
4	19 Febuari 2020	007/KA.IV/I/2020	Hasil reviu LHAT SPI cab Mksr tahun 2019 Results of the LHAT SPI Makassar branch review in 2019
5	11 Maret 2020	008/KA.IV/III/2020	Reviu Laporan Pelaksanaan Kegiatan SPI Tahun 2019 Review of the 2019 SPI Activity Implementation Report
6	03 April 2020	013/KA.IV/IV/2020	Reviu LHAT SPI tahun 2019 di Kantor Pusat. Review of LHAT SPI 2019 at the Head Office.
7	07 April 2020	014/KA.IV/VI/2020	Laporan evaluasi pengendalian internal PT Pelindo IV thn 2019 PT Pelindo IV internal control evaluation report year 2019
8	09 April 2020	015/KA.IV/IV/2020	Reviu LHAT SPI Cab Manado tahun 2020 Review of LHAT SPI Manado Branch in 2020
9	20 April 2020	017/KA.IV/IV2020	Reviu LHAT SPI Cabang. Gorontalo thn 2020. Review of LHAT SPI Gorontalo Branch year 2020.
11	29 April 2020	020/KA.IV/IV2020	Reviu LHAT SPI Cabang Bitung thn 2020 Review of LHAT SPI for Bitung Branch year 2020
12	04 Mei 2020	021/KA.IV/V2020	Reviu LHAT SPI Cab TPB Thn 2020 Review of LHAT SPI for TPB Branch Year 2020
13	18 Agust 2020	030/KA.IV/VIII/2020	Laporan evaluasi pengendalian internal PT Pelindo IV (Persero) Semester I Tahun 2020 PT Pelindo IV (Persero) Internal Control Evaluation Report Semester I of 2020

NO.	TANGGAL Date	NOMOR SURAT Letter Number	PERIHAL Subject
14	4 September 2020	032/KA.IV/IX/2020	Reviu Laporan Pelaksanaan Kegiatan SPI sd. Triwulan II Tahun 2020 Review the SPI Activity Implementation Report up to Quarter II of 2020
15	21 September 2020	034/KA.IV/IX/2020	Reviu PD 35 Pedoman Sistem Pengendalian Internal PT Pelindo IV (Persero) Tahun 2019 PD Review 35 Guidelines for PT Pelindo IV (Persero) Internal Control System in 2019
16	6 Nopember 2020	041/KA.IV/XI/2020	Reviu LHAO SPI Cab. Samarinda tahun 2020. Review of LHAO SPI Samarinda Branch in 2020.
17	9 Nopember 2020	042/KA.IV/XI/2020	Reviu LHAO SPI Cab. Balikpapan tahun 2020 Review of LHAO SPI Balikpapan Branch in 2020
18	10 Nopember 2020	043/KA.IV/XI/2020	Perkembangan tindaklanjut rekomendasi temuan BPK di PT Pelindo IV, per Oktober 2020 Development of follow-up recommendations of BPK findings at PT Pelindo IV, as of October 2020
19	10 Nopember 2020	044/KA.IV/XI/2020	Reviu LHAO SPI Cabang Bontang tahun 2020 Review of LHAO SPI Bontang Branch in 2020
20	11 Nopember 2020	045/KA.IV/XI/2020	Reviu LHAO SPI UPK Sangatta tahun 2020 Review of LHAO SPI UPK Sangatta in 2020
21	16 Nopember 2020	047/KA.IV/XI/2020	Reviu LHAO SPI Cab. Nunukan tahun 2020 Review of LHAO SPI Nunukan Branch in 2020
22	17 Nopember 2020	048/KA.IV/XI/2020	Reviu LHAO SPI Cab. Tanjung Redeb thn 2020 Review of LHAO SPI Tanjung Redeb Branch in 2020
23	7 Desember 2020	050/KA.IV/XII/2020	Reviu LHAO SPI Cab. Tarakan tahun 2020 Review of LHAO SPI for Tarakan Branch in 2020
24	11 Desember 2020	051/KA.IV/XII/2020	Reviu LHAO SPI Cab. Tolitoli tahun 2020 Review of LHAO SPI Tolitoli Branch in 2020
25	14 Desember 2020	052/KA.IV/XII/2020	Reviu LHAO SPI Cabang Parepare tahun 2020 Review of LHAO SPI Parepare Branch in 2020
26	14 Desember 2020	053/KA.IV/XII/2020	Reviu LHAO SPI Cab. Pantoloan tahun 2020 Review of LHAO SPI for the Pantoloan Branch in 2020
27	22 Desember 2020	054/KA.IV/XII/2020	Reviu Program Kerja SPI PT Pelindo IV (Persero) Tahun 2021 Review of PT Pelindo IV (Persero) 's SPI Work Program in 2021

## Realisasi Program Kerja Komite Audit

Komite Audit wajib menyampaikan laporan tertulis aktivitasnya kepada Dewan Komisaris setiap 3 (tiga) bulan sekali sebagaimana diamanatkan dalam Komite Audit Charter Bab VI butir 1. Ruang lingkup Laporan Kegiatan Komite Audit mencakup tugas, tanggung jawab dan wewenang, rapat, kegiatan, program kerja dan realisasi program kerja. Sepanjang 2020, Komite Audit telah menyampaikan Laporan Kegiatan Komite Audit sebanyak 4 (empat) kali dengan perincian waktu sebagai berikut:

## Realization of the Audit Committee Work Program

The Audit Committee must submit a written report of its activities to the Board of Commissioners every 3 (three) months as mandated in the Audit Committee Charter Chapter VI point 1. The scope of the Audit Committee Activity Report includes duties, responsibilities and authorities, meetings, activities, work programs and their realization. Throughout 2020, the Audit Committee has submitted Audit Committee Activity Reports 4 (four) times with the following details:



1. Laporan Kegiatan Komite Audit Triwulan I
2. Laporan Kegiatan Komite Audit Triwulan II
3. Laporan Kegiatan Komite Audit Triwulan III
4. Laporan Komite Audit Tahun 2020

Dalam tahun buku 2020, Komite Audit juga telah melakukan pembahasan dengan pihak terkait mengenai hal-hal berikut.

1. Manajemen

Komite Audit melakukan *review* atas laporan keuangan *unaudited* yang akan dipublikasikan pada tahun 2020, guna memastikan bahwa isi dan pengungkapan informasi telah sesuai dengan standar akuntansi dan ketentuan yang berlaku. Evaluasi terhadap efektivitas pelaksanaan audit oleh auditor eksternal, independensi, objektivitas, serta kecukupan lingkup pemeriksaannya juga dilakukan oleh Komite Audit melalui pembahasan bersama Manajemen. Selain hal-hal tersebut, pembahasan dengan Manajemen juga dilakukan Komite Audit bersama dengan Komite Manajemen Risiko dalam rangka memastikan kecukupan sistem pengendalian internal, sistem pengendalian risiko dan pelaksanaan GCG. Komite Audit juga melakukan pembahasan dan monitoring tindak lanjut penyelesaian temuan Audit baik Audit Internal maupun Audit Eksternal, *monitoring* tindak lanjut penyelesaian kasus-kasus yang terjadi dalam rangka mendorong percepatan penyelesaian serta tindakan-tindakan sanksi administratif yang diperlukan.

2. Auditor Eksternal

Dalam rangka proses audit laporan keuangan perusahaan per 31 Desember 2020 yang dilakukan oleh Kantor Akuntan Publik (KAP), Komite Audit membahas rencana audit, monitoring progress pelaksanaan audit termasuk temuan yang memerlukan penyesuaian-penyesuaian, evaluasi terhadap pengendalian internal termasuk pengendalian internal atas pelaporan keuangan Perseroan, serta kualitas pelaporan keuangan Perseroan secara keseluruhan.

1. Quarterly Audit Committee Activity Report I
2. Quarterly Audit Committee Activity Report II
3. Quarterly Audit Committee Activity Report III
4. Audit Committee Report 2020

In the 2020 financial year, the Audit Committee has also conducted discussions with related parties regarding the following matters.

1. Management

The Audit Committee reviews the unaudited financial statements to be published in 2020 to ensure that the contents and disclosures of information are in accordance with applicable accounting standards and regulations. Evaluation of the effectiveness of the audit by the external auditor, independence, objectivity, and the adequacy of the scope of the examination is carried out by the Audit Committee through discussions with Management. In addition to these matters, Management held discussions with the Audit Committee and Risk Management Committee to ensure the adequacy of the internal control system, risk control system and GCG implementation. The Audit Committee also conducts discussions and monitors the follow-up of the settlement of Audit findings, both Internal and External, monitors follow-up on the resolution of cases that occur to speed up the resolution as well as the necessary administrative sanctions.

2. External Auditor

In the context of the audit process of the company's financial statements as of December 31, 2020 which was carried out by the Public Accounting Firm (KAP), the Audit Committee discussed the audit plan, monitoring the progress of the audit implementation and findings that require adjustments, evaluation of internal control including internal control over the Company's financial reporting, as well as the quality of the Company's financial reporting as a whole.

Dalam rangka pelaksanaan fungsi monitoring terhadap hasil audit yang dilakukan oleh auditor eksternal, yaitu Badan Pemeriksa Keuangan (BPK) dan KAP, Komite Audit telah melakukan evaluasi terhadap tindak lanjut yang dilakukan Manajemen terhadap hasil audit auditor eksternal dimaksud. Penelaahan dan evaluasi terhadap hasil audit eksternal yang dilakukan Komite Audit sampai dengan akhir tahun 2020.

### 3. Dewan Komisaris

Pelaksanaan tugas dan tanggung jawab, serta rekomendasi Komite Audit, secara periodik dilaporkan kepada Dewan Komisaris. Secara garis besar sebagai berikut:

- a. Pelaksanaan *review* atas usulan penunjukkan KAP dan Komite Audit telah memberikan rekomendasi kepada Dewan Komisaris untuk menunjuk KAP untuk melakukan audit atas Laporan Keuangan Konsolidasian Perseroan yang berakhir 31 Desember 2020, serta melakukan *review* atas efektifitas pelaksanaan Jasa Audit Kantor Akuntan Publik termasuk aspek independensi dan objektivitas.
- b. Pelaksanaan *review* atas efektivitas fungsi Internal Audit berkaitan dengan realisasi RKAP, temuan temuan dan rekomendasi audit mencakup kepatuhan atas Kontrol Internal, proses pengelolaan risiko dan pelaksanaan tata kelola perusahaan (GCG).
- c. Pelaksanaan *review* efektivitas tindak lanjut atas penyelesaian temuan-temuan Auditor Internal maupun Auditor Eksternal.
- d. Melakukan penelaahan atas usulan-usulan Manajemen yang memerlukan persetujuan Dewan Komisaris.

In the context of implementing the monitoring function of the audit results conducted by external auditors, namely the Supreme Audit Agency (BPK) and KAP, the Audit Committee has evaluated the follow-up actions taken by Management. The Audit Committee reviews and evaluates the results of external audits until the end of 2020.

### 4. Board of Commissioners

The implementation of duties, responsibilities and recommendations of the Audit Committee is periodically reported to the Board of Commissioners. Broadly speaking, are as follows:

- a. The review of the proposed appointment of KAP and the Audit Committee resulted in a recommendation to the Board of Commissioners to appoint a KAP to audit the Company's Consolidated Financial Statements ending 31 December 2020 as well as reviewing the effectiveness of the implementation of the Public Accountant Firm's Audit Services including from the aspects of independence and objectivity.
- b. Reviewing the effectiveness of the Internal Audit function in relation to the realization of the RKAP, audit findings and recommendations covering compliance with Internal Controls, risk management processes and implementation of corporate governance (GCG).
- c. Review the effectiveness of the follow-up on the completion of the findings of the Internal Auditor and External Auditor.
- d. Reviewing Management's proposals that require the approval of the Board of Commissioners.

## Realisasi Program Kerja Komite Audit s.d selama tahun 2020, yaitu:

## Realization of the Audit Committee Work Program in 2020, namely:

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
1	<b>Memastikan Efektivitas Sistem Pengendalian Internal:</b> <b>Ensuring the Effectiveness of the Internal Control System:</b>		
	<p>a. Mereviu kecukupan dan efektivitas pengendalian internal perusahaan, termasuk pengendalian dan pengamanan yang terkait dengan pengolahan informasi secara elektronik.  <i>Reviewing the adequacy and effectiveness of the company's internal controls, including controls and safeguards related to information processed electronically.</i></p>	<ul style="list-style-type: none"> <li>• Telah dilakukan evaluasi pengendalian internal 2019, sebagaimana laporan Komite Audit kpd Dekom dgn surat No. 14/KA.IV/IV /2020 tanggal 7 April 2020</li> <li>• Surat No. 30/KA.IV/VIII/2019 tanggal 18 Agustus 2020, Perihal Reviu Laporan Evaluasi Pengendalian Internal PT Pelindo IV semester I 2020</li> <li>• Melakukan Reviu PD 35 Tahun 2019 Tentang Pedoman Sistem Pengendalian Internal PT Pelindo IV (Persero), surat no. 34/KA.IV/IX/2020 tgl. 21 Sept. 2020</li> <li>• An evaluation of internal control has been carried out in 2019 as reported by the Audit Committee to the Board of Commissioners in letter No. 14 / KA.IV / IV / 2020 dated 7 April 2020</li> <li>• Letter No. 30 / KA.IV / VIII / 2019 dated 18 August 2020 Regarding Review of PT Pelindo IV's Internal Control Evaluation Report for the first semester of 2020</li> <li>• Conducting Review of PD 35 2019 concerning Guidelines for the Internal Control System of PT Pelindo IV (Persero), letter no. 34 / KA.IV / IX / 2020 dated. 21 Sept. 2020</li> </ul>	<p>Selesai Completed</p>
	<p>b. Mengevaluasi ruang-lingkup proses pengendalian internal oleh SPI dan KAP, mengkaji temuan dan rekomendasi atas kelemahan pengendalian yang signifikan, serta tanggapan dan tindak lanjut manajemen atas masalah tersebut.  <i>Evaluating the scope of the internal control process by SPI and KAP, reviewing findings and recommendations for significant control weaknesses, as well as management responses and follow-up on these problems.</i></p>	<ul style="list-style-type: none"> <li>• Evaluasi atas hal tersebut dilakukan atas temuan SPI dan KAP (Management Letter, Kataatan thd UU, dan kepatuhan terhadap Pengend Internal).</li> <li>• Telah dilaksanakan dan dilaporkan kepada Dokom oleh KA melalui surat no 12/KA.IV/IV /2020 tgl 2 April 2020, Perihal Hasil reviu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reviu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019.</li> <li>• This evaluation is carried out on the findings of SPI and KAP (Management Letter, Compliance with Laws, and compliance with Internal Controls).</li> <li>• Has been carried out and reported to the Board of Commissioners by KA via letter no 12 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL, Compliance Review, Internal Control , Health Level, and KPI of PT Pelindo IV (Persero) for the 2019 Financial Year.</li> </ul>	<p>Selesai Completed</p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>c. Mereviu ketaatan terhadap Peraturan Perundang-undangan dan penerapan Tata Kelola Perusahaan Yang Baik (Good Corporate Governance/GCG). Reviewing compliance with laws and regulations and the implementation of Good Corporate Governance (GCG).</p>	<ul style="list-style-type: none"> <li>• Telah dibahas dalam rapat bersama antara BOD, BOC, dan assesor GCG tahun 2019. Secara Internal Dekom telah dibahas tindakan lanjut atas usul BPKP atas penilaian GCG tgl 6 Juli 2020, dan 21 September 2020</li> <li>• It was discussed in a joint meeting between BOD, BOC, and GCG assessors in 2019. Internally, the Board of Commissioners discussed the follow-up of BPKP's proposal for GCG assessment on July 6, 2020, and September 21, 2020.</li> </ul>	<p>Selesai Completed</p>
<b>2</b>	<b>Memastikan Efektivitas Pelaksanaan Tugas KAP audit tahun buku 2020:</b> Ensuring the Effectiveness of the Implementation of KAP Audit Tasks for the 2020 financial year:		
	<p>a. Memastikan pemilihan calon Kantor Akuntan Publik (KAP), yang akan melaksanakan General Audit atas Laporan Keuangan PT Pelabuhan Indonesia IV (Persero) Tahun 2020, yang dipilih melalui pelelangan umum, dan selanjutnya akan diajukan kepada Dewan Komisaris. Ensuring the selection of candidates for the Public Accounting Firm (KAP) to carry out the General Audit of the 2020 Financial Statements of PT Pelabuhan Indonesia IV (Persero) through a public auction and then submit it to the Board of Commissioners.</p>	<p>Pemilihan KAP secara lelang sesuai surat Dekom no S-72/KPI.IV/IX/2020, tanggal 22 September 2020 perihal Penunjukan KAP untuk Audit Laporan Tahun Buku 2020. Nota Dinas tim lelang No. ND-105/XI/KBL 2020 tentang pemenang lelang, dan Laporan Evaluasi KAP kepada Komisaris No18/SI.104/5/DUT-2020 tanggal 6 November 2020, dan Surat Penetapan KAP oleh Pemegang Saham No. S-1095/MBU/11/2020 tanggal 30 November 2020</p> <p>The election of KAP was carried out by auction according to the letter of the Board of Commissioners No. S-72 / KPI.IV / IX / 2020 dated 22 September 2020 regarding the Appointment of KAP for the Audit of the 2020 Financial Year Report, Official Note of the auction team No. ND-105 / XI / KBL 2020 regarding the winner of the auction, and KAP Evaluation Report to Commissioner No18 / SI.104 / 5 / DUT-2020 dated November 6, 2020, and Letter of KAP Determination by Shareholders No. S-1095 / MBU / 11/2020 dated 30 November 2020</p>	<p>Selesai Completed</p>
	<p>b. Mereviu ruang lingkup dan pendekatan audit (Term of Reference/TOR) yang dilakukan KAP. Reviewing the scope and approach of the audit (Term of Reference / TOR) conducted by KAP.</p>	<p>TOR KAP untuk General Audit Tahun Buku 2020 telah diadakan rapat via vicon bersama KAP sebanyak 2 kali di bulan Desember 2020 yang membahas tentang TOR, dan Kontrak General Audit untuk tahun buku 2020.</p> <p>The TOR of KAP for the General Audit for the 2020 Fiscal Year held 2 meetings via video conference with KAP in December 2020 which discussed the TOR and General Audit Contract for the 2020 financial year.</p>	<p>Selesai Completed</p>
	<p>c. Mereviu kontrak kerja dengan KAP. Reviewing the work contract with KAP.</p>	<p>TOR KAP untuk General Audit Tahun Buku 2020 telah diadakan rapat via vicon bersama KAP dan Direktorat Keuangan sebanyak 2 kali di bulan Desember 2020 yang membahas tentang TOR, dan Kontrak General Audit untuk tahun buku 2020.</p> <p>The TOR of KAP for the General Audit for the 2020 Fiscal Year held 2 meetings via video conference with the KAP and the Directorate of Finance in December 2020 which discussed the TOR, and the General Audit Contract for the 2020 financial year.</p>	<p>Selesai Completed</p>
	<p>d. Melakukan koordinasi mengenai pekerjaan audit yang dilakukan oleh KAP. Coordinating the audit work carried out by KAP.</p>	<p>Komite Audit telah melakukan rapat bersama KAP sebanyak 2 kali sebelum pelaksanaan audit untuk membahas poin-poin audit plan.</p> <p>The Audit Committee has held two meetings with KAP before the audit to discuss the points of the audit plan.</p>	<p>Selesai Completed</p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>e. Mereviu dan memastikan independensi KAP. <i>Reviewing and ensuring the independence of KAP.</i></p>	<p>Telaah dilakukan dgn memperhatikan audit tenur, komposisi tim audit, dan signing partner. Telah dilaksanakan dan telah dilaporkan kepada Dewan Komisaris oleh Komite Aundit melalui surat nomor 12/KA.IV/IV /2020 tgl 2 April 2020, Perihal Hasil reviu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reviu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019. <i>The review is conducted by taking into account tenure audits, the composition of the audit team, and the signing of partners. Has been carried out and has been reported to the Board of Commissioners by the Audit Committee via letter number 12 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL, Compliance Review, Internal Control, Health Level, and KPI of PT Pelindo IV (Persero) for the 2019 Financial Year.</i></p>	<p>Selesai <b>Completed</b></p>
	<p>f. Mengadakan rapat dengan KAP untuk membahas hal-hal yang menurut pertimbangan Komite Audit atau SPI, perlu dibahas secara terbatas. <i>Hold a meeting with KAP to discuss matters which, according to the consideration of the Audit Committee or SPI, need to be discussed on a limited basis.</i></p>	<p>TOR KAP untuk General Audit Tahun Buku 2020 telah diadakan rapat via vicon bersama KAP, SPI dan Direktorat Keuangan sebanyak 2 kali di bulan Desember 2020 yang membahas tentang TOR, dan Kontrak General Audit untuk tahun buku 2020. <i>The TOR of KAP for the General Audit for the 2020 Fiscal Year held 2 meetings via video conference with KAP, SPI and the Directorate of Finance in December 2020 which discussed the TOR, and the General Audit Contract for the 2020 financial year.</i></p>	<p>Selesai <b>Completed</b></p>
	<p>g. Memastikan bahwa KAP sudah menyampaikan Management Letter kepada Direksi. <i>Ensure that KAP has submitted the Management Letter to the Board of Directors.</i></p>	<p>KAP telah menyampaikan Management Letter kepada Direksi, dan telah dilaporkan kepada Dewan Komisaris oleh Komite Aundit melalui surat nomor 12/KA.IV/IV/2020 tanggal 2 April 2020, Perihal Hasil reviu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reviu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019 <i>KAP has submitted a Management Letter to the Board of Directors which was reported to the Board of Commissioners by the Aundit Committee through letter number 12 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL , Compliance Review, Internal Control, Health Level, and PT Pelindo IV (Persero) KPI for Financial Year 2019.</i></p>	<p>Selesai <b>Completed</b></p>



NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>h. Mengawasi pelaksanaan audit dan memantau pembahasan temuan audit yang dilakukan oleh KAP dengan Manajemen <i>Oversee the implementation of audits and monitor the discussion of audit findings conducted by KAP with Management</i></p>	<p>Telah dilaksanakan dan telah dilaporkan kepada Dewan Komisaris oleh Komite Aundit melalui surat nomor 12/KA.IV/IV /2020 tgl 2 April 2020, Perihal Hasil reuiu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reuiu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019 <i>Has been carried out and reported to the Board of Commissioners by the Audit Committee through letter number 12 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL, Compliance Review, Control Internal, Health Level, and KPI of PT Pelindo IV (Persero) for the 2019 Financial Year</i></p>	<p>Selesai <i>Completed</i></p>
<b>3</b>	<p><b>Memastikan Efektifitas Pelaksanaan Tugas SPI :</b> <i>Ensuring the Effectiveness of the Implementation of SPI's Duties:</i></p>		
	<p>a. Mereuiu rencana kerja, anggaran, kegiatan, staffing, dan struktur organisasi SPI. <i>Review the SPI work plan, budget, activities, staffing, and organizational structure.</i></p>	<p>Rapat dengan Satuan Pengawasan Internal (SPI) sd. Trw IV tahun 2020 sebanyak 6 (enam) kali, membahas Rencana Kerja SPI, Jadwal Audit, Struktur dan Tim Auditor, Pendekatan Audit yang dilakukan. Juga membahas Laporan Kegiatan SPI Tahun Trw I, II, dan III, Tahun 2020, dan kegiatan sd. Trw IV tahun 2020 serta temuan-temuan auditor SPI yang masih dalam proses (belum tuntas). Dalam dua rapat terakhir menghadirkan tim tindak lanjut PT Pelindo IV (Persero). <i>6 (six) meetings with the Internal Control Unit (SPI) up to the fourth quarter of 2020, discussing the SPI Work Plan, Audit Schedule, Structure and Auditor Team, Audit Approach taken. In addition, it also discusses SPI Activity Reports for Quarter I, II, and III, 2020, and activities up to Quarter IV 2020 as well as the findings of the SPI auditors who have not been completed. The last two meetings presented a follow-up team from PT Pelindo IV (Persero).</i></p>	<p>Selesai <i>Completed</i></p>
	<p>b. Memastikan bahwa SPI mempunyai ruang lingkup pekerjaan yang memadai <i>Ensure that the SPI has an adequate scope of work</i></p>	<p>Rapat dengan Satuan Pengawasan Internal (SPI) sd. Trw IV tahun 2020 sebanyak 6(enam) kali, membahas Rencana Kerja SPI, Jadwal Audit, Struktur dan Tim Auditor, Pendekatan Audit yang dilakukan. Juga membahas Laporan Kegiatan SPI Tahun Trw I, II, dan III, Tahun 2020, dan kegiatan sd. Trw IV tahun 2020 serta temuan-temuan auditor SPI yang masih dalam proses (belum tuntas). Dalam dua rapat terakhir menghadirkan tim tindak lanjut PT Pelindo IV (Persero). <i>Meetings with the Internal Control Unit (SPI) up to the fourth quarter of 2020 were held 6 (six) times and discussed the SPI Work Plan, Audit Schedule, Structure and Auditor Team, Audit Approach taken. The meeting also discussed SPI Activity Reports for Quarter I, II, and III, 2020, and activities up to the fourth quarter of 2020 as well as the findings of the SPI auditors who have not yet completed. In the last two meetings, a follow-up team from PT Pelindo IV (Persero) was presented.</i></p>	<p>Selesai <i>Completed</i></p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>c. Mereviu ketaatan SPI terhadap standar yang dikeluarkan oleh asosiasi profesi audit internal. <i>Reviewing the SPI's compliance with standards issued by the internal audit professional association.</i></p>	<p>Rapat dengan Satuan Pengawasan Internal (SPI) sd. Trw III tahun 2020 sebanyak 6(enam) kali, membahas Rencana Kerja SPI, Jadwal Audit, Struktur dan Tim Auditor, Pendekatan Audit yang dilakukan. Juga membahas Laporan Kegiatan SPI Tahun Trw I, II, dan III, Tahun 2020, dan kegiatan sd. Trw IV tahun 2020 serta temuan-temuan auditor SPI yang masih dalam proses (belum tuntas). Dalam dua rapat terakhir menghadirkan tim tindak lanjut PT Pelindo IV (Persero). <i>Meetings with the Internal Control Unit (SPI) up to the third quarter of 2020 were held 6 (six) times, discussing the SPI Work Plan, Audit Schedule, Structure and Auditor Team, Audit Approach taken. Also discusses the SPI Activity Report for the first, second and third quarters of 2020, and the activities up to the fourth quarter of 2020 as well as the findings of the SPI auditors who are still in process (incomplete). In the last two meetings, a follow-up team from PT Pelindo IV (Persero) was presented.</i></p>	<p>Selesai <i>Completed</i></p>
	<p>d. Mengadakan pertemuan dengan SPI untuk membahas temuan audit dan lain-lain. <i>Hold a meeting with SPI to discuss audit findings and others.</i></p>	<p>Rapat dengan Satuan Pengawasan Internal (SPI) sd. Trw IV tahun 2020 sebanyak 6(enam) kali, membahas Rencana Kerja SPI, Jadwal Audit, Struktur dan Tim Auditor, Pendekatan Audit yang dilakukan. Juga membahas Laporan Kegiatan SPI Tahun Trw I, II, dan III, Tahun 2020, dan kegiatan sd. Trw IV tahun 2020 serta temuan-temuan auditor SPI yang masih dalam proses (belum tuntas). Dalam dua rapat terakhir menghadirkan tim tindak lanjut PT Pelindo IV (Persero). <i>Meetings with the Internal Control Unit (SPI) up to the fourth quarter of 2020 were held 6 (six) times, discussing the SPI Work Plan, Audit Schedule, Structure and Auditor Team, Audit Approach taken. Also discusses the SPI Activity Report for the first, second and third quarters of 2020, and the activities up to the fourth quarter of 2020 as well as the findings of the SPI auditors who are still in process (incomplete). In the last two meetings, a follow-up team from PT Pelindo IV (Persero) was presented.</i></p>	<p>Selesai <i>Completed</i></p>
4	<p><b>Menilai Pelaksanaan Kegiatan Serta Hasil Audit SPI:</b> <i>Assessing the Implementation of Activities and the Results of the SPI Audit</i></p>		
	<p>a. Mereviu hasil audit SPI terhadap seluruh unit kerja di lingkungan PT Pelabuhan Indonesia IV (persero). <i>Reviewing the SPI audit results of all work units within PT Pelabuhan Indonesia IV (Persero).</i></p>	<p>Sampai dengan triwulan IV tahun 2020, buku LHAT SPI telah direviu sebanyak 19 cabang. <i>As of the fourth quarter of 2020, 19 branches of the LHAT SPI book have been reviewed.</i></p>	<p>Masih 13 unit kerja yg belum di sampaikan SPI LHAO, karena Covid-19 dan PSBB di Daerah. <i>There are still 13 work units that have not been submitted by SPI LHAO because they are constrained by Covid-19 and PSBB in the regions.</i></p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>b. Mereviu laporan berkala (Triwulanan dan Tahunan) SPI. <i>Reviewing the SPI periodic reports (quarterly and annually).</i></p>	<ul style="list-style-type: none"> <li>• Telah dilaksanakan dan dilaporkan ke Dekom dengan Surat 08/KA.IV/III/2020 tanggal 11 Maret 2020 tentang Review Laporan Pelaksanaan Kegiatan SPI Tahun 2019</li> <li>• Telah dilaksanakan dan dilaporkan ke Dekom dengan Surat nomor 022/KA.IV/V/2020 tanggal 11 Mei 2020 tentang Review Laporan Pelaksanaan Kegiatan SPI Trw I Tahun 2020</li> <li>• Telah dilaksanakan dan dilaporkan ke Dekom dengan no Surat 032 /KA.IV/VIII / 2020 tanggal 25 Agustus 2020 tentang Reviu Laporan Pelaksanaan Kegiatan SPI sd Trw II Tahun 2020</li> <li>• <i>Has been carried out and reported to the Board of Commissioners with Letter 08 / KA.IV / III / 2020 dated March 11, 2020 concerning Review of the 2019 SPI Activity Implementation Report</i></li> <li>• <i>Has been carried out and reported to the Board of Commissioners with Letter number 022 / KA.IV / V / 2020 dated 11 May 2020 concerning Review of SPI Activities Implementation Report for the first quarter of 2020</i></li> <li>• <i>Has been carried out and reported to the Board of Commissioners with Letter number 032 /KA.IV/VIII / 2020 dated 25 August 2020 concerning Review of SPI Activity Implementation Reports up to the second quarter of 2020</i></li> </ul>	<p>Masih berlanjut <i>Still continue</i></p>
	<p>c. Mereviu tindak lanjut hasil temuan SPI. <i>Reviewing the follow-up of the SPI findings.</i></p>	<p>Telah dilakukan melalui rapat bersama antara Komite Audit, SPI, dan Tim Tindak Lanjut Kantor Pusat, dan dilaporkan pada laporan reviu atas Pelaksanaan Kegiatan SPI setiap triwulan <i>Has been carried out through a joint meeting between the Audit Committee, SPI, and the Head Office Follow-up Team, and reported on the review report on the implementation of SPI activities every quarter</i></p>	<p>Selesai <i>Completed</i></p>
<b>5</b>	<b>Menilai Pelaksanaan Kegiatan serta Hasil Audit tahun buku 2019 oleh KAP :</b> <i>Assessing the Implementation of Activities and Audit Results for the 2019 financial year by KAP:</i>		
	<p>a. Mereviu pelaksanaan TOR dan kontrak kerja KAP. <i>Reviewing the implementation of TOR and KAP work contracts.</i></p>	<p>Telah dilaksanakan dan telah dilaporkan kepada Dewan Komisaris oleh Komite Audit melalui surat nomor 012/KA.IV/IV /2020 tgl 2 April 2020, Perihal Hasil reviu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reviu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019 <i>Has been carried out and has been reported to the Board of Commissioners by the Audit Committee through letter number 012 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL, Compliance Review, Internal Control, Health Level, and KPI of PT Pelindo IV (Persero) for the 2019 Financial Year</i></p>	<p>Selesai <i>Completed</i></p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>b. Mereviu kertas kerja KAP. Reviewing KAP working papers.</p>	<p>Telah dilaksanakan dan telah dilaporkan kepada Dewan Komisaris oleh Komite Audit melalui surat nomor 012/KA.IV/IV /2020 tgl 2 April 2020, Perihal Hasil reviu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reviu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019</p> <p>Has been carried out and has been reported to the Board of Commissioners by the Audit Committee through letter number 012 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL, Compliance Review, Internal Control, Health Level, and KPI of PT Pelindo IV (Persero) for the 2019 Financial Year</p>	<p>Selesai Completed</p>
	<p>c. Mereviu auditor KAP yang bertugas melaksanakan audit. Reviewing the KAP auditors in charge of conducting audits.</p>	<p>Telah dilaksanakan dan telah dilaporkan kepada Dewan Komisaris oleh Komite Audit melalui surat nomor 012/KA.IV/IV /2020 tgl 2 April 2020, Perihal Hasil reviu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reviu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019</p> <p>Has been carried out and has been reported to the Board of Commissioners by the Audit Committee through letter number 012 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL, Compliance Review, Internal Control, Health Level, and KPI of PT Pelindo IV (Persero) for the 2019 Financial Year</p>	<p>Selesai Completed</p>
	<p>d. Mereviu temuan audit KAP. Review the KAP audit findings.</p>	<p>Telah dilaksanakan dan telah dilaporkan kepada Dewan Komisaris oleh Komite Audit melalui surat nomor 012/KA.IV/IV /2020 tgl 2 April 2020, Perihal Hasil reviu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reviu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019</p> <p>Has been carried out and has been reported to the Board of Commissioners by the Audit Committee through letter number 012 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL, Compliance Review, Internal Control, Health Level, and KPI of PT Pelindo IV (Persero) for the 2019 Financial Year</p>	<p>Selesai Completed</p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>e. Mereviu Draft Laporan Hasil Audit KAP. <i>Reviewing the Draft KAP Audit Report.</i></p>	<p>Telah dilaksanakan dan telah dilaporkan kepada Dewan Komisaris oleh Komite Audit melalui surat nomor O12/KA.IV/IV /2020 tgl 2 April 2020, Perihal Hasil reviu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reviu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019</p> <p><i>Has been carried out and has been reported to the Board of Commissioners by the Audit Committee through letter number O12 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL, Compliance Review, Internal Control, Health Level, and KPI of PT Pelindo IV (Persero) for the 2019 Financial Year</i></p>	<p>Selesai <i>Completed</i></p>
	<p>f. Mereviu realisasi time tabel KAP. <i>Reviewing the realization of the KAP table time.</i></p>	<p>Telah dilaksanakan dan telah dilaporkan kepada Dewan Komisaris oleh Komite Audit melalui surat nomor O12/KA.IV/IV /2020 tgl 2 April 2020, Perihal Hasil reviu terhadap KAP Djoko, Sidik &amp; Indra atas Audit Umum atas Laporan Keuangan, PKBL, Reviu Kepatuhan, Pengendalian Internal, Tingkat Kesehatan, dan KPI PT Pelindo IV (Persero) Tahun Buku 2019</p> <p><i>Has been carried out and has been reported to the Board of Commissioners by the Audit Committee through letter number O12 / KA.IV / IV / 2020 dated April 2, 2020, regarding the results of the review of KAP Djoko, Sidik &amp; Indra on the General Audit of Financial Statements, PKBL, Compliance Review, Internal Control, Health Level, and KPI of PT Pelindo IV (Persero) for the 2019 Financial Year</i></p>	<p>Selesai <i>Completed</i></p>
<p><b>6 Memastikan Efektifitas Sistem Pengendalian Manajemen (SPM) serta Pelaksanaan :</b> <i>Ensuring the Effectiveness of the Management Control System (SPM) and the implementation of:</i></p>			
	<p>a. Mereviu efektivitas Perencanaan Strategik Perseroan (Rencana Jangka Panjang Perusahaan/ RJPP) sebagai roadmap PT Pelabuhan Indonesia IV (Persero).</p>	<ul style="list-style-type: none"> <li>• Draft RJP Perusahaan 2019-2023, telah ditanggapi oleh Komite Audit kepada Dekom dgn surat no. 06/KA.IV/I/2019 tgl. 19 Januari 2019.</li> <li>• RJPP Perusahaan 2020-2024, telah ditanggapi oleh Komite Audit kepada Dekom dgn surat no. 73/KA.IV/XI/2019 tgl. 20 November 2019.</li> <li>• Usulan Perubahan RJPP 2020-2024 telah dibahas bersama BOD-BOC tgl 29 September 2020. Komite Audit memberi tanggapan dalam rapat tersebut. Kemudian dibahas lagi dalam rapat internal tanggal 22 Desember 2020.</li> <li>• Mereviu usulan Direksi tentang Spin off Kendari New Port. Telah dilakukan dan dilaporkan kepada Dekom melalui surat No. 05/KA.IV/II/2020 tgl 05 Februari 2020.</li> </ul>	<p>Selesai <i>Completed</i></p>



NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>a. Reviewing the effectiveness of the Company's Strategic Planning (Corporate Long-Term Plan / RJPP) as a roadmap for PT Pelabuhan Indonesia IV (Persero).</p>	<ul style="list-style-type: none"> <li>The Audit Committee's draft 2019-2023 RJP has been responded to by the Board of Commissioners with letter no. 06 / KA.IV / I / 2019 dated 19 January 2019.</li> <li>The Audit Committee's RJPP 2020-2024 has been responded to by the Audit Committee to the Board of Commissioners with letter no. 73 / KA.IV / XI / 2019 dated 20 November 2019.</li> <li>The proposed changes to the 2020-2024 RJPP were discussed with BOD-BOC on 29 September 2020. The Audit Committee responded to the meeting and then discussed it again at an internal meeting on 22 December 2020.</li> <li>Reviewing the Board of Directors' proposal regarding the Kendari New Port Spin off. Has been done and reported to the Board of Commissioners via letter No. 05 / KA.IV / II / 2020 dated 05 February 2020</li> </ul>	
	<p>b. Mereviu Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2020 dan 2021 mengenai perencanaan dan pengendalian dalam organisasi untuk satu tahun yang dinyatakan dalam bentuk pendapatan dan biaya yang direncanakan pada tahun tersebut, dan dikelompokkan berdasar responsibility center. Reviewing the 2020 and 2021 Company Work Plans and Budget (RKAP) regarding planning and control in the organization in the form of revenues and expenses planned for one year, and grouped based on the responsibility center.</p>	<p>Telah dilakukan dan telah dilaporkan kepada Dekom sebanyak dua kali merujuk pada dua kali revisi RKAP 2020 karena pandemi covid-19 masing-masing</p> <ul style="list-style-type: none"> <li>No 024/KA.IV/V/2020 Tanggal 14 Mei 2020;</li> <li>No 028/KA.IV/VII/2020 Tanggal 27 Juli 2020;</li> <li>Usulan ketiga dibahas dalam rapat Internal Dekom 31 Agustus 2020</li> <li>Reviu Revisi Oktober, November, dan Desember</li> </ul> <p>It has been carried out and has been reported to the Board of Commissioners twice referring to the two revisions to the 2020 RKAP due to the covid-19 pandemic, namely</p> <ul style="list-style-type: none"> <li>No 024 / KA.IV / V / 2020 dated May 14, 2020;</li> <li>No 028 / KA.IV / VII / 2020 dated 27 July 2020;</li> <li>The third proposal was discussed at the Board of Commissioners Internal meeting on August 31, 2020</li> <li>Revised Review for October, November, and December</li> </ul>	<p>Selesai Completed</p>
	<p>c. Menilai Kinerja PT Pelabuhan Indonesia IV (Persero) dari sisi keuangan dan non-keuangan. Assessing the performance of PT Pelabuhan Indonesia IV (Persero) from a financial and non-financial perspective.</p>	<p>Telah dinilai melalui Reviu Laporan Manajemen Perusahaan dan telah dilaporkan ke Dekom melalui Surat no:</p> <ul style="list-style-type: none"> <li>Unaudited tahun 2019 Surat No 06/KA.IV/II/2020 tgl 16 Februari 2020</li> <li>Audited tahun 2019 Surat No. 11/KA.IV/III/ 2020 tgl.23 Maret 2020.</li> </ul> <p>Has been assessed through the Company Management Report Review and has been reported to the Board of Commissioners via Letter no:</p> <ul style="list-style-type: none"> <li>Unaudited in 2019 Letter No 06 / KA.IV / II / 2020 dated 16 February 2020</li> <li>Audited in 2019 Letter No. 11 / KA.IV / III / 2020 dated 23 March 2020.</li> </ul>	<p>Selesai Completed</p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
		<p>Telah dilaksanakan melalui Reviu Laporan Manajemen Perusahaan dan telah dilaporkan ke Dekom melalui surat no:</p> <ul style="list-style-type: none"> <li>• Trw I tahun 2020, no 23/KA.IV/V/2020 tgl 14 Mei 2020.</li> <li>• S.d Trw II Tahun 2020, no 29/KA.IV/VIII/2020 tgl. 5 Agustus 2020</li> <li>• S.d Triwulan III tahun 2020 nomor 046/KA.IV/XI/2020 tgl 12 Nov' 2020</li> </ul> <p>Has been carried out through Review of Company Management Reports and has been reported to the Board of Commissioners via letter no:</p> <ul style="list-style-type: none"> <li>• Quarter I 2020, no 23 / KA.IV / V / 2020 dated May 14, 2020.</li> <li>• Until the second quarter of 2020, no. 29 / KA.IV / VIII / 2020 dated. 5 August 2020</li> <li>• Until the third quarter of 2020 number 046 / KA.IV / XI / 2020, November 12, 2020</li> </ul>	
7	<p><b>Memastikan telah terdapat prosedur evaluasi yang memuaskan terhadap segala informasi yang dikeluarkan dan menilai Manajemen (Triwulanan dan Tahunan ) :</b></p> <p>Ensure that there is a satisfactory evaluation procedure for all information released by and assessing the Management (Quarterly and Annually):</p>		
	<p>a. Mereviu kebijakan akuntansi dan pelaporan keuangan yang penting, termasuk kebijakan akuntansi atas transaksi yang besar, rumit, dan tidak biasa (unusual).</p> <p>Reviewing important accounting and financial reporting policies, including accounting policies for large, complex, and unusual transactions.</p>	<ul style="list-style-type: none"> <li>• Telah dilakukan reviu evaluasi kebijakan akuntansi dan dilaporkan kpd Dekom dgn surat No.018/KA.IV/V/2020 tgl 20 April 2020.</li> <li>• Mereviu usulan Direksi ttg penghapusbukuan aset tetap umur ekonomis lebih 5 (lima) tahun dan telah dilaporkan ke Dekom melalui Surat No. 09/KA.IV/III/2020 tgl 13 Maret 2020, Updating usulan dan reviu melalui No. 33/KA.IV/IX/2020 tgl 04 September 2020.</li> <li>• A review of accounting policy evaluation has been carried out and reported to the Dekom by letter No.018 / KA.IV / V / 2020 on April 20, 2020.</li> <li>• Reviewing the Board of Directors' proposal regarding the write-off of fixed assets with economic age of more than 5 (five) years and has been reported to the Board of Commissioners through Letter No. 09 / KA.IV / III / 2020 dated 13 March 2020, Updating the proposal and review through No. 33 / KA.IV / IX / 2020 dated 04 September 2020.</li> </ul>	<p>Selesai Completed</p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>b. Memahami perkembangan peraturan yang diterbitkan asosiasi profesi dan badan yang terkait dengan pelaporan keuangan dan dampaknya terhadap laporan keuangan PT Pelabuhan Indonesia IV (Persero).</p> <p>Understand the development of regulations issued by professional associations and bodies related to financial reporting and their impact on the financial statements of PT Pelabuhan Indonesia IV (Persero).</p>	<p>Telah dilakukan dengan mengikuti perkembangan PSAK dalam kegiatan Webinar Kompartemen Akuntan Pendidik Ikatan Akuntan Indonesia (IAI KAPd) dan dalam even tahunan Ikatan Akuntan Indonesia Kompartemen Akuntan Pendidik yaitu Simposium Nasional Akuntansi. PSAK terkini yang biasa didiskusikan adalah PSAK 71, 72, dan 73. Terakhir dilakukan sharing session PSAK terkini dengan KAP.</p> <p>This has been done by following the development of PSAK in the activities of the Indonesian Accountants Association (IAI KAPd) Educator Compartment Webinar and in the annual event of the Indonesian Accountants Association, the Educator Accountants Compartment, namely the National Accounting Symposium. The most recent PSAKs that are usually discussed are PSAK 71, 72, and 73. Finally, the latest PSAK sessions were shared with KAP.</p>	<p>Selesai Completed</p>
	<p>c. Memantau bagaimana manajemen menyiapkan laporan keuangan interim dan tahunan serta mengevaluasi keterlibatan SPI dan KAP dalam proses tersebut.</p> <p>Monitor how the management prepares interim and annual financial reports and evaluates the involvement of SPI and KAP in the process.</p>	<p>Telah dilakukan melalui rapat bersama dengan SPI, KAP, Direktorat Keuangan, dan Komite Audit membahas Laporan Keuangan Cabang, dan bagaimana proses konsolidasi melalui aplikasi ERP, agar progres buku Inhouse tahun buku 2019 dapat selesai.</p> <p>A joint meeting was held with SPI, KAP, the Directorate of Finance, and the Audit Committee to discuss Branch Financial Reports and the consolidation process through the ERP application to complete the progress of the Inhouse book for the 2019 financial year.</p>	<p>Selesai Completed</p>
	<p>d. Mereviu Sistem Teknologi Informasi Akuntansi yang digunakan.</p> <p>Reviewing the Accounting Information Technology System used.</p>	<ul style="list-style-type: none"> <li>• Telah dilaksanakan pada setiap reviu LHAT SPI, dan telah dibahas dalam rapat bersama SPI khususnya temuan SPI tentang ISPORT.</li> <li>• Masih menunggu Kebijakan Manajemen tentang Teknologi Informasi thn 2020.</li> <li>• Has been carried out in every SPI LHAT review and has been discussed in meetings with SPI, particularly SPI findings on ISPORT.</li> <li>• Still waiting for the 2020 Management Policy on Information Technology.</li> </ul>	<p>Belum selesai. Kebijakan Manajemen tentang TI thn 2020 tidak diajukan dalam ragab Not yet finished. Management Policies on IT in 2020 are not proposed in joint meetings.</p>
	<p>e. Mereviu Laporan Manajemen Triwulanan.</p> <p>Reviewing the Quarterly Management Report.</p>	<p>Telah dilaksanakan melalui Reviu Laporan Manajemen Perusahaan dan telah dilaporkan ke Dekom melalui surat no:</p> <ul style="list-style-type: none"> <li>• Trw I tahun 2020, no 23/KA.IV/V/2020 tgl 14 Mei 2020.</li> <li>• S.d Trw II Tahun 2020, no 29/KA.IV/VIII/2020 tgl. 5 Agustus 2020</li> <li>• S.d Triwulan III tahun 2020 nomor 046/KA.IV/XI/2020 tgl 12 Nov' 2020</li> </ul>	<p>Selesai Completed</p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
		<p>Has been carried out through the Company Management Report Review and has been reported to the Board of Commissioners via letter no:</p> <ul style="list-style-type: none"> <li>• Quarter I 2020, no 23 / KA.IV / V / 2020 dated May 14, 2020.</li> <li>• Until the second quarter of 2020, no. 29 / KA.IV / VIII / 2020 dated. 5 August 2020</li> <li>• Until the third quarter of 2020 number 046 / KA.IV / XI / 2020, 12 Nov '2020</li> </ul>	
	<p>f. Mereviu Laporan Manajemen Tahunan (Sebelum dan Setelah Audit). <i>Reviewing the Annual Management Report (Before and After the Audit).</i></p>	<p>Telah dilaksanakan melalui Reviu Laporan Manajemen Perusahaan dan telah dilaporkan ke Dekom melalui Surat no:</p> <ul style="list-style-type: none"> <li>• Unaudited tahun 2019 Surat No 06/KA.IV/II/2020 tgl 16 Februari 2020</li> <li>• Audited tahun 2019 Surat No. 11/KA.IV/III/ 2020 tgl.23 Maret 2020</li> </ul> <p>Has been carried out through Review of Company Management Reports and has been reported to the Board of Commissioners via Letter no:</p> <ul style="list-style-type: none"> <li>• Unaudited in 2019 Letter No 06 / KA.IV / II / 2020 dated 16 February 2020</li> <li>• Audited in 2019 Letter No. 11 / KA.IV / III / 2020 dated 23 March 2020</li> </ul>	<p>Selesai <i>Completed</i></p>
<b>8</b>	<b>Penugasan Lainnya :</b> <i>Other Assignments:</i>		
	<p>a. Berdasarkan penugasan Dewan Komisaris. <i>Based on the assignment of the Board of Commissioners.</i></p>	<p>Terealisasi hanya Cabang MNP. <i>Only MNP branches were realized.</i></p>	<p>Karena adanya Covid-19 <i>Constrained by Covid-19</i></p>
	<p>b. Berdasarkan usulan Komite Audit yang disetujui oleh Dewan Komisaris. <i>Based on the Audit Committee's proposal approved by the Board of Commissioners.</i></p>	<p>Belum ada usulan Komite Audit <i>There has been no recommendation from the Audit Committee</i></p>	<p>Karena adanya Covid-19 <i>Constrained by Covid-19</i></p>
<b>9</b>	<b>Rapat dan Pelaporan serta Evaluasi Komite Audit :</b> <i>Audit Committee Meetings and Reporting and Evaluation:</i>		
	<p>a. Melakukan Rapat Internal Komite Audit sekurang-kurangnya 1 (satu) kali setiap bulan. <i>Conducting Internal Audit Committee Meetings at least 1 (one) time every month.</i></p>	<p>Telah dilaksanakan 12 kali <i>Has been implemented 12 times</i></p>	<p>Selesai <i>Completed</i></p>
	<p>b. Melakukan Rapat dengan SPI sebanyak 6 kali. <i>Conducted 6 meetings with SPI.</i></p>	<p>Telah dilaksanakan 6 kali. <i>Has been implemented 6 times.</i></p>	<p>Selesai <i>Completed</i></p>

NO	URAIAN PKM PKM Description	REALISASI S.D TRW. IV TAHUN 2020 Realization up to the fourth quarter of 2020	KETERANGAN Description
	<p>c. Menghadiri Rapat Dewan Komisaris, Rapat Dewan Komisaris dan Direksi, Pra-RUPS/RUPS. Attending the Board of Commissioners Meeting, Board of Commissioners and Board of Directors Meetings, Pre-GMS / GMS.</p>	<p>Telah dilaksanakan sesuai penugasan Has been carried out in accordance with the assignment</p>	<p>Selesai Completed</p>
	<p>d. Laporan Realisasi Rencana Kerja dan Anggaran Komite Audit (Triwulanan dan Tahunan). Audit Committee Work Plan and Budget Realization Report (Quarterly and Annually).</p>	<ul style="list-style-type: none"> <li>• Telah dilaksanakan dan dilaporkan kepada Dekom dgn Surat No. 002/KA.IV/I/2020 tanggal 17 Januari 2020 Perihal Laporan kegiatan Komite Audit PT Pelindo IV Tahun 2019</li> <li>• Telah dilaksanakan dan dilaporkan kepada Dekom dgn Surat No. 016/KA. IV/IV/2020 tanggal 13 April 2020 Perihal Laporan kegiatan Komite Audit PT Pelindo IV Trw. I Tahun 2020</li> <li>• Telah dilaksanakan dan dilaporkan kepada Dekom dgn surat No. 027/KA.IV/VII/2020 tgl 27 Juli 2020 Perihal Laporan kegiatan Komite Audit PT Pelindo IV Semester I thn 2020</li> <li>• Telah dilaksanakan dan dilaporkan kepada Dekom dgn surat No. 035/KA.IV/X/2020 tgl 12 Oktober 2020 Perihal Laporan kegiatan Komite Audit PT Pelindo IV s.d Triwulan III thn 2020.</li> <li>• Has been implemented and reported to the Board of Commissioners with Letter No. 002 / KA.IV / I / 2020 dated 17 January 2020 regarding the report on the activities of the PT Pelindo IV Audit Committee in 2019</li> <li>• Has been implemented and reported to the Board of Commissioners with Letter No. 016 / KA. IV / IV / 2020 dated April 13, 2020 regarding the report on the activities of the Audit Committee of PT Pelindo IV for the first quarter of 2020</li> <li>• Has been implemented and reported to the Board of Commissioners with letter No. 027 / KA.IV / VII / 2020 dated 27 July 2020 regarding PT Pelindo IV's Audit Committee activity report Semester I of 2020</li> <li>• Has been implemented and reported to the Board of Commissioners with letter No. 035 / KA.IV / X / 2020 dated 12 October 2020 regarding the report on the activities of the PT Pelindo IV Audit Committee up to the third quarter of 2020.</li> </ul>	<p>Selesai Completed</p>

## Kebijakan Remunerasi Komite Audit

Pemberian yang diterima oleh anggota Komite terdiri dari:

1. Uang gaji/honor;
2. Uang biaya perjalanan dinas;
3. Kesempatan pelatihan dan atau membership terkait pelaksanaan tugas pokok dan fungsi Komite Audit;

## Audit Committee Remuneration Policy

The gifts received by Committee members consist of:

1. Salary / honorarium;
2. Official travel expenses;
3. Training and / or membership opportunities related to the implementation of the main duties and functions of the Audit Committee;



4. Fasilitas alat tulis dan inventaris kantor pendukung pelaksanaan tugas pokok dan fungsi Komite; dan
5. Fasilitas lain yang berkaitan dengan pelaksanaan tugas pokok dan fungsi Komite Audit.

## Penilaian Kinerja Komite Audit Tahun 2020

Penilaian kinerja dilakukan oleh Dewan Komisaris dengan indikator penilaian kinerja sebagaimana ditetapkan oleh Dewan Komisaris meliputi Tingkat Kehadiran dalam Rapat Komite, Tingkat Kehadiran dalam Rapat Internal Dewan Komisaris, Tingkat Kontribusi Tertulis bagi Komite, Akurasi Rekomendasi Tertulis, Akurasi Rekomendasi Lisan, Peran Aktif (Inisiatif) dan Inovasi. Penilaian kinerja Komite Audit dilakukan setiap 3 (tiga) bulan sekali. Penilaian kinerja dilakukan untuk menilai kinerja Komite Audit selaku kelompok maupun anggotanya selaku individu.

Penilaian kinerja Komite Audit tahun 2020 dilakukan berdasarkan realisasi dan penyelesaian program kerja yang tercantum dalam Rencana Kerja Komite Audit dan dilaporkan kepada Dewan Komisaris dalam laporan Komite Audit yang meliputi pelaksanaan tugas komite di bidang audit, kecukupan proses pengendalian internal dan penyusunan laporan keuangan.

Hasil penilaian tersebut menjadi bahan pertimbangan bagi Dewan Komisaris untuk mengangkat kembali dan/ atau memberhentikan anggota Komite Audit untuk periode jabatan berikutnya.

Secara keseluruhan, kinerja Komite Audit telah tercapai dengan realisasi rapat Komite Audit selama tahun 2020 yaitu:

1. Rapat Internal Komite Audit sebanyak 12 kali.
2. Rapat dengan SPI sebanyak 6 kali.
3. Rapat dengan KAP sebanyak 5 kali.
4. Rapat Dewan Komisaris, Rapat Dewan Komisaris dan Direksi, Pra-RUPS/RUPS.

4. Stationery facilities and office inventory to support the implementation of the main duties and functions of the Committee; and
5. Other facilities related to the implementation of the main duties and functions of the Audit Committee.

## 2020 Audit Committee Performance Assessment

Performance assessment is carried out by the Board of Commissioners with performance appraisal indicators set by the Board of Commissioners which include Attendance Level at Committee Meetings, Attendance Level at Internal Board Meetings, Level of Written Contribution to the Committee, Accuracy of Written Recommendations, Accuracy of Oral Recommendations, Active Role ) and Innovation. Audit Committee Performance Assessment is conducted every 3 (three) months. Performance appraisal is carried out to assess the performance of the Audit Committee as a group and its members as individuals.

Assessment of the performance of the Audit Committee in 2020 is carried out based on the realization and completion of the work programs listed in the Audit Committee Work Plan and reported to the Board of Commissioners in the Audit Committee report which includes the implementation of committee duties in the audit sector, the adequacy of the internal control process and the preparation of financial reports.

The results of the assessment are taken into consideration by the Board of Commissioners to reappoint and / or dismiss members of the Audit Committee for the next term of office.

Overall, the performance of the Audit Committee has been achieved with the realization of Audit Committee meetings during 2020, namely:

1. 12 Internal Audit Committee Meetings.
2. Meetings with SPI 6 times.
3. Meetings with KAP 5 times.
4. Meetings of the Board of Commissioners, Meetings of the Board of Commissioners and Directors, Pre-GMS / GMS.

## KOMITE MANAJEMEN RISIKO

### Risk Management Committee



**Komite Manajemen Risiko berfungsi sebagai organ yang membantu Dewan Komisaris dalam pelaksanaan tugas pengawasan atas perencanaan dan pelaksanaan risiko, kepatuhan dan investasi di Perusahaan.**

*The Risk Management Committee functions as an organ that assists the Board of Commissioners in carrying out supervisory duties over planning and implementing risk, compliance and investment in the Company.*

Komite Manajemen Risiko berfungsi sebagai organ yang membantu Dewan Komisaris dalam pelaksanaan tugas pengawasan atas perencanaan dan pelaksanaan risiko, kepatuhan dan investasi di Perusahaan. Komite Manajemen Risiko bertanggung jawab secara langsung kepada Dewan Komisaris.

Dalam rangka melaksanakan pengelolaan Perusahaan yang baik (Good Corporate Governance), Dewan Komisaris telah membentuk Komite Risiko dengan berpedoman kepada ketentuan yang berlaku. Tugas dan Tanggung Jawab Komite Risiko diatur dalam Piagam Komite Risiko yang telah ditetapkan Dewan Komisaris.

Tujuan pembentukan Manajemen Risiko adalah untuk mendukung efektivitas pelaksanaan tugas dan tanggung jawabnya Dewan Komisaris, agar supaya hasil kerja Dewan Komisaris lebih optimal dalam melakukan pengawasan terhadap kinerja perusahaan.

Tugas manajemen risiko membantu Dewan Komisaris mengawasi fungsi Direksi dalam mengelola Perusahaan sesuai dengan prinsip-prinsip tata kelola Perusahaan yang baik khususnya dalam pengelolaan risiko yang mungkin dihadapi perusahaan.

The Risk Management Committee functions as an organ that assists the Board of Commissioners in carrying out supervisory duties over planning and implementing risk, compliance and investment in the Company. The Risk Management Committee reports directly to the Board of Commissioners.

To support good corporate governance, the Board of Commissioners has established a Risk Committee based on applicable regulations. The duties and responsibilities of the Risk Committee are stipulated in the Risk Committee Charter which has been established by the Board of Commissioners.

The objective of Risk Management is to support the effectiveness of the implementation of the duties and responsibilities of the Board of Commissioners in supervising the Company's performance.

The task of Risk Management is to assist the Board of Commissioners in overseeing the function of the Board of Directors in managing the Company in accordance with the principles of good corporate governance, particularly in managing risks that the company may face.

## Fungsi Komite Manajemen Risiko;

1. Membantu Dewan Komisaris untuk memastikan bahwa manajemen risiko perusahaan dijalankan secara efektif dan efisien.
2. Memantau kebijakan risiko yang dibuat oleh Manajemen, sehingga seluruh risiko yang dihadapi dapat dikelola dengan baik.
3. Memastikan kinerja Perusahaan tercapai sesuai dengan bisnis plan.
4. Melakukan penelaahan atas efektivitas pengendalian pelaksanaan Manajemen Risiko oleh Direksi dan melaporkan kepada Dewan Komisaris berbagai risiko yang dihadapi perusahaan.

## Dasar Pembentukan Komite Risiko ;

1. Undang-Undang Nomor 40 tahun 2007 tentang Perseroan Terbatas.
2. Undang-Undang Nomor 19 Tahun 2003 tentang Badan Usaha Milik Negara.
3. Peraturan Pemerintah Nomor 59 Tahun 1991 tentang Pengalihan Bentuk Perusahaan Umum (PERUM) Pelabuhan Indonesia IV menjadi Perusahaan Perseroan (PERSERO) Pelabuhan Indonesia IV.
4. Peraturan Pemerintah Nomor 45 Tahun 2005 tentang Pendirian, Pengurusan, Pengawasan, dan Pembubaran Badan Usaha Milik Negara.
5. Peraturan Menteri Negara BUMN Nomor PER-09/MBU/2012, tanggal 6 Juli 2012, tentang Perubahan atas Peraturan Menteri Negara BUMN No.PER01/MBU/2011 tanggal 01 Agustus 2011 tentang Tata Kelola Perusahaan Yang Baik (Good Corporate Governance) Pada Badan Usaha Milik Negara.
6. Peraturan Menteri Negara BUMN Nomor PER-12/MBU/2012, tanggal 24 Agustus 2012 tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara,
7. Peraturan Otoritas Jasa Keuangan No.34/POJK.04/2019 tentang Komite Nominasi dan Remunerasi emiten dan perusahaan publik.

## Risk Management Committee Functions;

1. To assist the Board of Commissioners to ensure that the company's risk management is carried out effectively and efficiently.
2. Monitor the risk policies made by the Management, so that all risks faced can be managed properly.
3. Ensure that the Company's performance is achieved in accordance with the business plan.
4. Reviewing the effectiveness of controlling the implementation of Risk Management by the Board of Directors and reporting various risks faced by the company to the Board of Commissioners.

## Basis for Establishing the Risk Committee;

1. Law Number 40 of 2007 concerning Limited Liability Companies.
2. Law Number 19 of 2003 concerning State-Owned Enterprises.
3. Government Regulation Number 59 of 1991 concerning the Change of Form of Public Company (PERUM) Pelabuhan Indonesia IV to Company (PERSERO) Pelabuhan Indonesia IV.
4. Government Regulation Number 45 of 2005 concerning Establishment, Management, Supervision, and Disbanding of State-Owned Enterprises.
5. SOEs Ministerial Regulation Number PER-09 / MBU / 2012, dated July 6, 2012, concerning Amendments to SOEs State Minister Regulation No.PER01 / MBU / 2011 dated August 1, 2011 concerning Good Corporate Governance in Business Entities State owned.
6. SOEs Ministerial Regulation Number PER-12 / MBU / 2012, dated 24 August 2012 concerning Supporting Organs of the Board of Commissioners / Supervisory Board of State-Owned Enterprises,
7. Financial Services Authority Regulation No.34 / POJK.04 / 2019 concerning the Nomination and Remuneration Committee of Issuers and Public Companies.

## Piagam Komite Risiko

Komite Risiko memiliki Piagam (Charter) Komite Risiko yang telah disetujui oleh Dewan Komisaris, merupakan revisi terakhir tanggal 30 September 2019, atas Piagam sebelumnya tahun 2015, yang digunakan sebagai pedoman dan tata tertib kerja anggota Komite Risiko dalam menjalankan tugas dan tanggung jawabnya secara profesional dan independen. Dalam Piagam Komite Risiko diatur struktur dan persyaratan keanggotaan, masa tugas, tugas dan tanggung jawab, wewenang, rapat Komite Risiko, serta kewajiban pelaporan pelaksanaan tugas atau aktivitas Komite Risiko. Kode Etik Komite Risiko mencakup integritas, objektif dan independen, kerahasiaan, serta kompetensi.

## Struktur Keanggotaan Komite Risiko

Struktur, keanggotaan dan keahlian Komite Risiko adalah sebagai berikut:

Anggota Komite Risiko sekurang-kurangnya terdiri dari 2 orang, terdiri dari; 1 (satu) orang berasal dari Komisaris yang ditunjuk sebagai ketua merangkap anggota Komite dan 1 (satu) orang Anggota Komite independen yang berasal dari luar Perseroan. Ketua dan Anggota Komite Manajemen Risiko ditunjuk oleh Dewan Komisaris.

## Kriteria Independen bagi Anggota Manajemen Risiko

Sesuai Peraturan Menteri Negara BUMN No. PER-12/MBU/2012 Tanggal 24 Agustus 2012 Tentang Organ Pendukung Dewan Komisaris/Dewan Pengawas Badan Usaha Milik Negara adalah sebagai berikut:

1. Bukan merupakan orang dalam Kantor Akuntan Publik, Kantor Konsultan Hukum atau pihak lain yang memberikan jasa audit dan atau non-audit kepada PT Pelabuhan Indonesia IV (Persero) dalam waktu 6 (enam) bulan terakhir sebelum diangkat oleh Dewan Komisaris;
2. Bukan merupakan orang yang memiliki wewenang dan tanggung jawab untuk merencanakan, memimpin, dan mengendalikan kegiatan PT Pelabuhan Indonesia IV (Persero) dalam waktu 6 (enam) bulan terakhir sebelum diangkat oleh Dewan Komisaris;

## Risk Committee Charter

The Risk Committee has a Risk Committee Charter which has been approved by the Board of Commissioners starting from the 2015 Charter which was revised on September 30, 2019. This Charter is used as a guideline and work order for Risk Committee members in carrying out their duties and responsibilities in a professional and independent manner. The Risk Committee Charter regulates the structure and requirements for membership, tenure, duties and responsibilities, authority, Risk Committee meetings, and the obligation to report the implementation of duties or activities of the Risk Committee. The Risk Committee Code of Ethics covers integrity, objectivity and independence, confidentiality, and competence.

## Risk Committee Membership Structure

The structure, membership and expertise of the Risk Committee are as follows:

Members of the Risk Committee shall consist of at least 2 people, namely 1 (one) person from the Commissioner as chairman who is concurrently a member of the Committee and 1 (one) member of the independent Committee from outside the Company. The chairman and members of the Risk Management Committee are appointed by the Board of Commissioners.

## Independence Criteria for Risk Management Members.

According to SOEs Ministerial Regulation No. PER-12 / MBU / 2012 dated 24 August 2012 concerning the Supporting Organs of the Board of Commissioners / Supervisory Board for State-Owned Enterprises, stated as follows:

1. Not an insider from a Public Accounting Firm, Legal Consulting Firm or other parties that provide audit and / or non-audit services to PT Pelabuhan Indonesia IV (Persero) within the last 6 (six) months before being appointed by the Board of Commissioners;
2. Is not a person who has the authority and responsibility to plan, lead, and control the activities of PT Pelabuhan Indonesia IV (Persero) within the last 6 (six) months before being appointed by the Board of Commissioners;

3. Tidak mempunyai hubungan keluarga karena perkawinan atau keturunan sampai derajat kedua, baik secara horizontal maupun vertikal dengan Komisaris, Direksi, atau Pemegang Saham dan atau tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha PT Pelabuhan Indonesia IV (Persero);
4. Anggota Komite harus memiliki keahlian dan pengalaman di bidang tata kelola perusahaan dan atau konsep manajemen risiko dan atau asuransi dan atau teknis kelautan dan usaha kepelabuhanan di samping juga harus memahami berbagai peraturan yang terkait dengan Perusahaan.

Masa tugas Komite Risiko yang berasal dari anggota Dewan Komisaris tidak boleh lebih lama daripada masa jabatan Komisaris dan dapat diangkat kembali hanya untuk 1 (satu) periode berikutnya.

1. **Susunan Komite Risiko Perusahaan pada periode 31 Desember 2020 adalah sebagai berikut:**

3. Do not have family relations by marriage or descent to the second degree, either horizontally or vertically, with Commissioners, Directors, or Shareholders and or do not have a business relationship, either directly or indirectly, related to the business activities of PT Pelabuhan Indonesia IV (Persero);
4. Committee members must have expertise and experience in the field of corporate governance and / or risk management concepts and / or insurance and / or marine and port business technicalities as well as understanding the various regulations related to the Company.

The term of office of the Risk Committee from members of the Board of Commissioners may not be longer than the term of office of the Commissioner and can be reappointed only for the next 1 (one) period.

1. **The composition of the Company's Risk Committee for the period 31 December 2020 is as follows:**

NAMA Name	JABATAN Position	DASAR HUKUM PENUNJUKAN Legal Basis of Appointment	KUALIFIKASI PENDIDIKAN Educational Qualifications	PENGALAMAN KERJA Work experience
Abdulhamid Dipopramono	Komisaris/ Ketua Komite Risiko <i>Commissioner / Chairman of the Risk Committee</i>	Diangkat sebagai Komisaris PT Pelabuhan Indonesia IV (Persero) sesuai Nomor SK-91/MBU/03/2020 tanggal 23 Maret 2020 tentang Pemberhentian dan Pengangkatan Anggota-anggota Dewan Komisaris Perusahaan Perseroan (Persero) PT Pelabuhan Indonesia IV. <i>Appointed as Commissioner of PT Pelabuhan Indonesia IV (Persero) in accordance with Number SK-91 / MBU / 03/2020 dated March 23, 2020 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company (Persero) PT Pelabuhan Indonesia IV.</i>		
Syamsurizal	Anggota Komite Risiko. <i>Risk Committee Member</i>	Keputusan Dewan Komisaris Nomor KEP-23/KPI.IV/2018, <i>Decree of the Board of Commissioners Number KEP-23 / KPI.IV / 2018,</i>	Sarjana Teknik sipil dan Magister Manajeen <i>Bachelor of Civil Engineering and Master of Management</i>	Pernah menjadi General Manager Pelindo II (Persero) Cabang Telukbayur <i>Previously served as General Manager of Pelindo II (Persero) Telukbayur Branch</i>



## Profil Komite Risiko

## Risk Committee Profile.



**Abdulhamid Dipopramono**  
 Ketua Komite Resiko  
 Chairman of the Risk Committee

Ketua Komite Risiko , warga negara Indonesia, Lahir di Klaten Jawa Tengah 15 Juli 1960, saat ini berusia 60 tahun Menyelesaikan Pendidikan Sarjana Teknik Sipil Universitas Gajah Mada. Saat ini menjabat sebagai Komisaris PT Pelindo IV (Pesero) sesuai Nomor SK-91/MBU/03/2020 tanggal 23 Maret 2020 tentang Pemberhentian dan Pengangkatan Anggota-anggota Dewan Komisaris Perusahaan Perseroan (Pesero) PT Pelabuhan Indonesia IV.

Pengalaman kerja ; sebagai Staff khusus Meneteri Perhubungan Diangkat sebagai Komisaris PT Pelabuhan Indonesia IV (Pesero)

Chairman of the Risk Committee, Indonesian citizen, born in Klaten, Central Java, July 15, 1960, currently 60 years old. Completed his Bachelor of Civil Engineering Education at Gajah Mada University. Currently serving as Commissioner of PT Pelindo IV (Pesero) in accordance with Number SK-91 / MBU / 03/2020 dated March 23, 2020 concerning the Dismissal and Appointment of Members of the Board of Commissioners of the Company (Pesero) PT Pelabuhan Indonesia IV.

Work experience; Special Staff of the Minister of Transportation. Appointed as Commissioner of PT Pelabuhan Indonesia IV (Pesero).



**Syamsurizal**

Anggota Komite Resiko  
 Member of the Risk Committee

Anggota Komite Risiko, warga negara Indonesia, saat ini berusia 65 tahun. Menyelesaikan Pendidikan Sarjana Teknik Sipil dari Universitas Indonesia tahun 1982, Magister Manajemen dari Universitas Pancasila Jakarta tahun 1996, Post graduate on Coastal Engineering, from University of Trondheim, Norway 1993.

Sebelum menjabat sebagai anggota Komite Risiko Perseroan, pernah menjabat sebagai ;

- Kepala Biro Perencanaan PT.Pelabuhan Indonesia II (Persero) (1996-1997)
- General Maneger PT.Pelindi II (Persero) Cabang Telukbayur.(1999-2004).
- SeniorManager Fasilitas Pelabuhan PT.Pelindo II (Persero) (2005-2006)
- Senior Manager Risk Manajemen and Quality Assurance, PT.Pelindo II (Persero) 2008-2009)

Member of the Risk Committee, Indonesian citizen, currently 65 years old. Completed Bachelor of Civil Engineering from the University of Indonesia in 1982, Master of Management from Pancasila University, Jakarta in 1996, Post graduate on Coastal Engineering from University of Trondheim, Norway in 1993. Prior to serving as a member of the Company's Risk Committee, he served as;

- Head of Planning Bureau of PT. Pelabuhan Indonesia II (Persero) (1996-1997)
- General Manager of PT Pelindi II (Persero) Telukbayur Branch (1999-2004).
- Senior Manager of Port Facilities PT. Pelindo II (Persero) (2005-2006)
- Senior Manager of Risk Management and Quality Assurance, PT. Pelindo II (Persero) (2008-2009)

## Kriteria Anggota Komite Risiko

Anggota komite Risiko harus memenuhi persyaratan:

1. Memiliki integritas yang baik dan pengetahuan serta pengalaman kerja yang cukup yang berhubungan dengan tugas risiko .
2. Tidak memiliki kepentingan/keterkaitan pribadi yang dapat menimbulkan dampak negatif dan benturan kepentingan terhadap BUMN yang bersangkutan;
3. Memiliki pengetahuan yang memadai di bidang usaha BUMN, dan dapat menyediakan waktu yang cukup untuk menyelesaikan tugasnya.
4. Mampu bekerjasama dan berkomunikasi secara efektif.

## Pengangkatan dan Pemberhentian Komite Risiko.

Pengangkatan dan pemberhentian anggota Komite Risiko dilakukan oleh Dewan Komisaris berdasarkan Surat Keputusan yang dikeluarkan oleh Dewan Komisaris Perseroan dan dilaporkan kepada Rapat Umum Pemegang Saham. Pemberhentian anggota Komite Risiko dapat dilakukan apabila yang bersangkutan berakhir masa jabatannya dan diberhentikan berdasarkan keputusan Dewan Komisaris karena tidak memenuhi kinerja yang telah ditetapkan dan/ atau tidak kompeten dalam menjalankan tugasnya.

## Rapat-rapat Komite;

- (1) Komite mengadakan rapat sekurang-kurangnya sama dengan ketentuan minimal rapat Dewan Komisaris yang ditetapkan dalam anggaran dasar.
- (2) Setiap rapat Komite dituangkan dalam risalah rapat yang ditandatangani oleh Notulen/ anggota Komite yang hadir.
- (3) Risalah rapat sebagaimana dimaksud pada ayat (2) disampaikan secara tertulis oleh Komite kepada Dewan Komisaris.
- (4) Kehadiran anggota Komite dalam rapat, dilaporkan dalam laporan triwulanan dan laporan tahunan Komite.

## Pelaporan Komite Risiko.

Komite risiko harus membuat laporan berkala kepada Dewan Komisaris mengenai kegiatan Komite Risiko, sekurang-kurangnya sekali dalam 3 (tiga) bulan. Komite

## Risk Committee Member Criteria

Risk committee members must meet the following requirements:

1. Have good integrity and sufficient knowledge and work experience related to risk assignments.
2. Has no personal interest / relationship that could cause a negative impact and conflict of interest on the SOE concerned;
3. Have sufficient knowledge in the SOE business field and can provide sufficient time to complete their task.
4. Able to work together and communicate effectively.

## Appointment and Dismissal of the Risk Committee.

The appointment and dismissal of members of the Risk Committee is carried out by the Board of Commissioners based on a Decree issued by the Board of Commissioners of the Company and reported to the General Meeting of Shareholders. Risk Committee members can be dismissed due to the expiration of the term of office or the decision of the Board of Commissioners because they are unable to meet the predetermined performance and / or are not competent in carrying out their duties.

## Committee Meetings;

- (1) The Committee shall hold meetings at least equal to the minimum provisions for the meeting of the Board of Commissioners as stipulated in the articles of association.
- (2) Each Committee meeting is documented in minutes of the meeting signed by the Minutes / Committee members who are present.
- (3) The minutes of the meeting as referred to in paragraph (2) shall be submitted in writing by the Committee to the Board of Commissioners.
- (4) The attendance of the Committee members in the meeting is reported in the quarterly report and the Committee's annual report.

## Risk Committee Reporting.

The risk committee prepares periodic reports to the Board of Commissioners regarding the activities of the Risk Committee at least once every 3 (three) months.

Risiko harus membuat laporan kepada Dewan Komisaris atas setiap penugasan yang diberikan dan atau untuk setiap masalah-masalah yang diidentifikasi memerlukan perhatian Dewan Komisaris.

## Tugas dan Tanggung Jawab Komite Risiko.

Komite Risiko bertanggung jawab kepada Dewan Komisaris. Komite Risiko bertugas melakukan pemantauan dan evaluasi atas perencanaan dan pelaksanaan hasil Kerja Manajemen Risiko Kantor Pusat PT.Pelindo IV (Persero) serta pemantauan atas tindak lanjut hasil pelaksanaan manajemen Risiko korporat, dalam rangka menilai hasil upaya mitigasi atas potensi risiko Korporate.

Fungsi komite adalah untuk memberikan pendapat yang profesional dan independen kepada Dewan Komisaris terhadap laporan dan hal-hal yang disampaikan Direksi kepada Dewan Komisaris serta mengidentifikasi hal-hal yang memerlukan perhatian Dewan Komisaris, terutama dibidang risiko yang dihadapi perusahaan

Pelaksanaan tugas Komite Risiko mengacu pada Piagam Komite Risiko sebagai pedoman kerjanya. Adapun tugas dan tanggung jawab Komite Risiko terdiri dari:

1. Komite risiko bekerja secara kolektif dalam melaksanakan tugasnya membantu Dewan Komisaris.
2. Komite Risiko bersifat mandiri baik dalam pelaksanaan tugasnya maupun dalam pelaporan, dan bertanggung jawab langsung kepada Dewan Komisaris.
3. Tugas komite Risiko ditetapkan oleh Dewan Komisaris dalam piagam komite sesuai dengan kebutuhan Dewan Komisaris.

## Rekapitulasi Rapat Komite Risiko

Mengacu pada BoC Manual Perseroan, Komite Risiko wajib melakukan pertemuan rutin dengan Dewan Komisaris sekurang-kurangnya 1 (satu) kali dalam sebulan.

The Risk Committee must make a report to the Board of Commissioners on every assignment given and / or for any identified problems requiring the attention of the Board of Commissioners.

## Duties and Responsibilities of the Risk Committee.

The Risk Committee reports to the Board of Commissioners. The Risk Committee is in charge of monitoring and evaluating the planning and implementation of the results of Risk Management Work at the Head Office of PT Pelindo IV (Persero) as well as monitoring the follow-up of the results of the implementation of corporate Risk management in order to assess the results of mitigation efforts on potential Corporate risks.

The function of the committee is to provide professional and independent opinions to the Board of Commissioners on reports and matters submitted by the Board of Directors to the Board of Commissioners as well as to identify issues that require the attention of the Board of Commissioners, especially related to risks faced by the company.

The Risk Committee refers to the Risk Committee Charter as its work guideline. The duties and responsibilities of the Risk Committee consist of:

1. The risk committee works collectively in carrying out its duties to assist the Board of Commissioners.
2. The Risk Committee is independent, both in carrying out its duties and in reporting, and is directly responsible to the Board of Commissioners.
3. The duties of the Risk committee are determined by the Board of Commissioners in the Committee Charter according to the needs of the Board of Commissioners.

## Recapitulation of the Risk Committee Meeting

Referring to the Company's BoC Manual, the Risk Committee is required to hold regular meetings with the Board of Commissioners at least 1 (once) a month.

Berikut tingkat kehadiran anggota Komite Audit periode 1 Januari – 31 Desember 2020 :

Following are the attendance levels of the Audit Committee members for the period January 1 – December 31, 2020:

Nama Name	Rapat internal Dekom Internal Meeting of the Board of Commissioners	Rapat Gabungan BOC & BOD BOC & BOD Joint Meetings	Tingkat Kehadiran Attendance Rate
Wihana Kirana Jaya	3x	5x	41 %
Abdulhamid Dipopramono	9 x	11 x	91,6 %
Syamsurizal	12	16 x	100%

## Rekomendasi Komite Risiko.

Dari hasil evaluasi terhadap Kegiatan Manajemen selama 2020, Komite Risiko merekomendasikan beberapa hal penting yang perlu ditindaklanjuti di antaranya adalah:

1. Hasil audit SPI sering menemukan adanya temuan berulang, terutama pada pelaksanaan proyek yang dilakukan ditingkat Cabang Pelabuhan.
2. Upaya mitigasi hal tersebut untuk mengurangi risiko ; disarankan kepada Manajemen untuk peningkatan aspek perencanaan dan Pengawasan suatu Project.
3. Mengingat situasi Covid-19 masih belum tau kapan akan berakhir, disarankan pelaksanaan training dilakukan secara online.
4. Disarankan kepada Manajemen unntuk peningkatan system digitalisasi laporan keuangan seluruh Cabang dan Anak perusahaan, sehingga laporan keuangan tersaji dalam kondisi real time.
5. Masih terjadi keterlambatan dalam perpanjangan kontrak-kontrak Kerjasama dengan pihak ketiga, disarankan Kepada Manajemen untuk membuat syatim warning berbasis IT, sehingga 3 (tiga) bulan sebelum perjanjian berakhir sudah diketahui melalui system dan perpanjangan Kerjasama dapat mulai di proses, sehingga tidak lagi terjadi keterlambatan.
6. Untuk peningkatan monitoring terhadap inventory yang ada di setiap Cabang,disarankan untuk dibuatkan system inventori secara terpusat.
7. Terhadap asset asset yang tidak produktif, disarankan untuk peningkatan aspek pemasaran melauai system internet.
8. Surat-surat tanah , surat-surat peralatan dan kendaraan milik perusahaan supaya dipatikan keabsahannya dan disimpan ditempat yang aman .

## Risk Committee Recommendation

Based on the results of the evaluation of Internal Control activities during 2020, the Risk Committee made several important recommendations, including:

1. The results of the SPI audit often find repeated findings, especially in project implementation at the Port Branch level.
2. Efforts to mitigate this to reduce risk; Management is advised to improve the planning and supervision aspects of the project.
3. Given that the end of the Covid-19 pandemic cannot be predicted, it is recommended that training be carried out online.
4. It is recommended that the Management improve the system for digitizing financial reports of all branches and subsidiaries, so that financial reports are presented in real time.
5. There are still delays in extending Cooperation contracts with third parties. Management is advised to create an IT-based warning system that can monitor the status of the agreement so that 3 (three) months before it ends, the extension of the collaboration can be processed and there are no more delays.
6. To increase monitoring of inventory in each branch, it is advisable to create a centralized inventory system.
7. Regarding unproductive assets, it is advisable to improve their marketing aspects via the internet.
8. The validity of land titles, equipment and vehicle certificates belonging to the company need to be ensured and stored in a safe place.



9. Keselamatan dan keamanan para tenaga kerja dan operator peralatan, disarankan terpenuhi sesuai standar yang berlaku.
10. Semua rencana Kerjasama Manajemen dengan Pemda, BUMD, atau BUMN lainnya supaya dilengkapi dengan Feasibility Study dan Kajian Risiko, samapai memperoleh gambaran kapan mulai memperoleh hasil suatu Kerjasama dan perkiraan besarnya.

### Realisasi Program Kerja Komite Risiko

Komite Risiko wajib menyampaikan laporan tertulis aktivitasnya kepada Dewan Komisaris setiap 3 (tiga) bulan sekali sebagaimana diamanatkan dalam Komite Risiko Charter .

Ruang lingkup Laporan Kegiatan Komite Risiko mencakup tugas, tanggung jawab dan wewenang, rapat, kegiatan, program kerja dan realisasi program kerja. Sepanjang 2020, Komite Risiko telah menyampaikan Laporan Kegiatan Komite Risiko sebanyak 4 (empat) kali dengan perincian waktu sebagai berikut:

1. Laporan Kegiatan Komite Risiko Triwulan I
2. Laporan Kegiatan Komite Risiko Triwulan II
3. Laporan Kegiatan Komite Risiko Triwulan III
4. Laporan Komite Risiko Tahun 2020

Dalam tahun buku 2020, Komite Risiko juga telah melakukan pembahasan dengan pihak terkait mengenai hal-hal berikut.

1. Manajemen.  
Komite Risiko melakukan Review atas laporan Manajemen TWI, TW,II, TW III (Untuk laporan Manajemen TW IV , masuk pada periode awal tahun 2021).
2. Manajemen Risiko.  
Komite Risiko melakukan Review atas laporan Manajemen Risiko Kantor Pusat TWI, TW,II, TW III (Untuk laporan Manajemen TW IV , masuk pada periode awal tahun 2021)
3. Komisaris.  
Komite Risiko melakukan Review /Kajian Risiko , sebagai masukan kepada Dewan Komisaris, sebagai berikut ;

9. Safety and security for workers and equipment operators must meet applicable standards.
10. All Management Cooperation plans with Local Governments, Regional-Owned Enterprises, or other SOEs must be completed with a Feasibility Study and a Risk Assessment to obtain an overview regarding the results of the collaboration and the length required.

### Realization of the Risk Committee Work Program.

The Risk Committee submits a written activity report to the Board of Commissioners every 3 (three) months as mandated by the Charter Risk Committee.

The scope of the Risk Committee Activity Report includes duties, responsibilities and authorities, meetings, activities, work programs and work program realization. Throughout 2020, the Risk Committee has submitted Risk Committee Activity Reports 4 (four) times with the following time details:

1. Quarterly Risk Committee Activity Report I
2. Quarterly Risk Committee Activity Report II
3. Quarterly Risk Committee Activity Report III
4. 2020 Risk Committee Report

In the 2020 financial year, the Risk Committee had also held discussions with related parties regarding the following matters.

1. Management.  
The Risk Committee reviewed the Management reports for Quarter I, Quarter II, Quarter III (Quarterly Management reports for Quarter IV are included in the early period of 2021).
2. Risk management.  
The Risk Committee reviewed the Risk Management report of the Head Office for Quarter I, Quarter II, Quarter III (Quarterly Management reports for Quarter IV are included in the early period of 2021)
3. Commissioner.  
The Risk Committee conducted the following Risk Review / Studies as input to the Board of Commissioners;

Komite Risiko melakukan kajian Risiko atas Tingkat Bunga untuk Biaya Investasi PT Pelindo IV (Persero), Spin Off Pengelolaan Kendari New Port, Tanggapan Pembentukan Biro R & D, Tanggapan Atas Laporan Manajemen 2019 (Unaudited), Permohonan Persetujuan Rencana Bridging Loan, Laporan Kunjungan Kerja ke Cabang Sorong, Tanggapan Atas Usulan Penghapusan bukuan dan/ atau Pemindahtanganan Aset Tetap Umur Ekonomis s.d 5 (lima) Tahun. Tanggapan Prognosa tahun 2018 dan 2019. Tanggapan Atas Usulan Penghapusbukuan dan/ atau Pemindahtanganan Aset Tetap Umur Ekonomis lebih dari 5 (lima) Tahun. Tanggapan Laporan Manajemen Perusahaan Tahun Buku 2019 (Audited).

Perihal Pengelolaan dan Pengembangan Pelabuhan Garongkong, Tanggapan atas Usulan Revisi RKAP Tahun 2020, Evaluasi atas SBU PT. Pelindo IV (Persero), Keluhan Pengguna Jalan Pelabuhan Kendari New Port, Perihal Kajian Risiko Pinjaman Jangka Panjang, Telaahan Atas Peraturan Direksi Terhadap Pengadaan Barang dan Jasa. Telaahan Bidang IT PT. Pelindo IV (Persero) perihal Penghapusan Aset Lebih 5 Tahun, Penghapusan Aset s.d 5 Tahun.

1. Mebuat tanggapan atas Laporan Audit SPI terdiri dari ; SBU Marine Service, PT Kaltim Kariangau Terminal , Terminal Petikemas Makassar, PT Equiport Inti Indonesia, Cabang Makassar, Cabang Gorontalo, Cabang Manado, Cabang Bontang , Cabang Balikpapan , Cabang Samarinda , Cabang Sangata.

The Risk Committee conducted a Risk study on the Interest Rate for PT Pelindo IV (Persero) Investment Costs, Kendari New Port Management Spin Off, Responses to the Establishment of an R & D Bureau, Responses to 2019 Management Reports (Unaudited), Request for Approval of Bridging Loan Plans, Work Visit Reports to the Sorong Branch, Response to the Proposal to Write Off and / or Transfer Fixed Assets with an Economical Age up to 5 (five) Years. Prognosis Responses for 2018 and 2019, Responses to Proposals for Write-off and / or Transfer of Fixed Assets with an Economic Age of more than 5 (five) Years, Responses to Company Management Reports for Financial Year 2019 (Audited).

Regarding Garongkong Port Management and Development, Responses to Proposed RKAP Revisions for 2020, Evaluation of PT Pelindo IV (Persero) SBUs, Complaints of Road Users of Kendari New Port, Regarding Long-Term Loan Risk Studies, Review of Directors' Regulations on Procurement of Goods and Services . Research on the IT Sector of PT. Pelindo IV (Persero) regarding asset write-offs over 5 years, asset write-offs up to 5 years.

1. Made a response to the SPI Audit Report which consists of; SBU Marine Service, PT Kaltim Kariangau Terminal, Makassar Container Terminal, PT Equiport Inti Indonesia, Makassar Branch, Gorontalo Branch, Manado Branch, Bontang Branch, Balikpapan Branch, Samarinda Branch, Sangata Branch.

## Penilaian Kinerja Komite Risiko Tahun 2020

Penilaian kinerja dilakukan oleh Dewan Komisaris dengan indikator penilaian kinerja sebagaimana ditetapkan oleh Dewan Komisaris meliputi Tingkat Kehadiran dalam Rapat BOC & BOD, Tingkat Kehadiran dalam Rapat Internal Dewan Komisaris, Tingkat Kontribusi Tertulis bagi Komite, Akurasi Rekomendasi Tertulis, Akurasi Rekomendasi Lisan, Peran Aktif (Inisiatif) dan Inovasi. Penilaian kinerja Komite Risiko dilakukan setiap 3 (tiga) bulan sekali.

Penilaian kinerja Komite Risiko tahun 2020 dilakukan berdasarkan realisasi dan penyelesaian program kerja yang tercantum dalam Rencana Kerja Komite risiko dan dilaporkan kepada Dewan Komisaris dalam laporan Komite Risiko ,yang meliputi pelaksanaan tugas komite di bidang Risiko.

Secara keseluruhan, kinerja Komite Audit telah tercapai dengan realisasi rapat Komite Risiko selama tahun 2020 sebanyak 12 kali rapat Internal Dekom dan 16 kali Rapat Gabungan BOC & BOD.

## 2020 Risk Committee Performance Assessment

Performance assessment is carried out by the Board of Commissioners using performance assessment indicators set by the Board of Commissioners, namely Attendance Level at BOC & BOD Meetings, Attendance Level at Internal Meetings of the Board of Commissioners, Level of Written Contribution to the Committee, Accuracy of Written Recommendations, Accuracy of Oral Recommendations, Active Role (Initiative) and Innovation. Risk Committee performance assessment is carried out every 3 (three) months.

Assessment of the performance of the Risk Committee in 2020 is carried out based on the realization and completion of the work programs listed in the Risk Committee Work Plan and reported to the Board of Commissioners in the Risk Committee report which covers the implementation of committee duties in the field of Risk.

Overall, the performance of the Audit Committee has been achieved with the realization of Risk Committee meetings in 2020 as many as 12 Internal Board meetings and 16 Joint Meetings of BOC & BOD.

## KOMITE NOMINASI DAN REMUNERASI

### Nomination and Remuneration Committee



**Komite Nominasi dan Remunerasi merupakan salah satu Komite penunjang Dewan Komisaris yang dibentuk untuk membantu Dewan Komisaris dalam menjalankan fungsi pengawasan dan pemberian nasihat mengenai penetapan kualifikasi dan proses nominasi serta remunerasi Dewan Komisaris dan Direksi secara transparan**

*The Nomination and Remuneration Committee is one of the supporting committees for the Board of Commissioners which was formed to assist the Board of Commissioners in carrying out its supervisory and advisory functions regarding qualification determination and the nomination and remuneration processes for the Board of Commissioners and Directors in a transparent manner.*

Komite Nominasi dan Remunerasi merupakan salah satu Komite penunjang Dewan Komisaris yang dibentuk untuk membantu Dewan Komisaris dalam menjalankan fungsi pengawasan dan pemberian nasihat mengenai penetapan kualifikasi dan proses nominasi serta remunerasi Dewan Komisaris dan Direksi secara transparan sebagaimana diatur dalam Peraturan OJK Nomor 34/POJK.04/2014 tanggal 8 Desember 2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik, peraturan OJK no 21POJK.4/2015 tanggal 16 November 2015 dan Surat Edaran OJK No. 32/SEOJK.04/2015 tanggal 17 November 2015 (berserta lampiran) tentang Penerapan Pedopaman Tata Kelola Perusahaan Publik.

*The Nomination and Remuneration Committee is one of the supporting Committees for the Board of Commissioners which was formed to assist the Board of Commissioners in carrying out its supervisory and advisory functions regarding the qualification determination and the nomination and remuneration process for the Board of Commissioners and Directors in a transparent manner as regulated in OJK Regulation Number 34 / POJK.04 / 2014 dated 8 December 2014 concerning the Nomination and Remuneration Committee of Issuers or Public Companies, OJK regulation no 21POJK.4 / 2015 dated 16 November 2015 and OJK Circular Letter No. 32 / SEOJK.04 / 2015 dated 17 November 2015 (along with attachments) concerning the Implementation of Public Company Governance Principles.*

Komite pada Perseroan dibentuk dengan mengacu pada Surat Keputusan Dewan Komisaris dengan Surat Keputusan No. KEP-10/KPI.IV/2018 tanggal 16 Mei 2018 tentang Pembentukan dan Pengangkatan Ketua dan Anggota Nominasi dan Remunerasi Pada Dewan Komisaris PT Pelabuhan Indonesia IV (Persero) dan Surat Keputusan No. KEP-11/KPI.IV/2018 tanggal 16 Mei 2018 Tentang Pembentukan Pedoman Komite Nominasi dan Remunerasi PT Pelabuhan Indonesia IV (Persero) dan telah disusun Piagam Komite Nominasi dan Remunerasi yang terakhir diperbaharui oleh Dewan Komisaris pada tanggal 22 April 2020 dan telah dipublikasikan di website Perseroan.

### Profil Ketua, Sekretaris dan Anggota Komite Nominasi & Remunerasi

Komite Nominasi dan Remunerasi diketuai oleh Komisaris dan beranggotakan anggota yang independen dari pihak eksternal dan pihak internal Perusahaan yang membawahi SDM. Pertemuan Komite dilakukan minimal 1 (satu) kali dalam 4 (empat) bulan dan Ketua Komite dapat mengundang pihak lain baik internal maupun eksternal perusahaan, apabila diperlukan.

### Kualifikasi Pendidikan dan Pengalaman Kerja

Berdasarkan Surat Keputusan Dewan Komisaris PT Pelindo IV (Persero) Nomor: KEP.07/KPI.IV/2020 Tanggal 22 April 2020 tentang Perubahan Susunan Komite Nominasi dan Remunerasi pada Dewan Komisaris PT Pelabuhan Indonesia IV (Persero)

Committees in the Company were formed with reference to the Decree of the Board of Commissioners with Decree No. KEP-10 / KPI.IV / 2018 dated May 16, 2018 concerning the Formation and Appointment of Chairman and Members of Nomination and Remuneration for the Board of Commissioners of PT Pelabuhan Indonesia IV (Persero) and Decree No. KEP-11 / KPI.IV / 2018 dated 16 May 2018 concerning the Establishment of the Guidelines for the Nomination and Remuneration Committee of PT Pelabuhan Indonesia IV (Persero). The Charter of the Nomination and Remuneration Committee was last updated by the Board of Commissioners on April 22, 2020 and has been published on the Company's website.

### Profile of the Chairman, Secretary and Members of the Nomination & Remuneration Committee

The Nomination and Remuneration Committee is chaired by the Commissioner and consists of members who are independent from external and internal parties of the Company who oversees HR. Committee meetings are held at least 1 (one) time in 4 (four) months and the Chairman of the Committee may invite other parties, both internal and external to the company, if needed.

### Qualification of Education and Work Experience

Based on the Decree of the Board of Commissioners of PT Pelindo IV (Persero) Number: KEP.07 / KPI.IV / 2020 dated April 22, 2020 concerning Changes in the Composition of the Nomination and Remuneration Committee on the Board of Commissioners of PT Pelabuhan Indonesia IV (Persero)

NAMA Name	POSISI DI DALAM KOMITE Position on Committee	KUALIFIKASI PENDIDIKAN Educational Qualifications	PENGALAMAN KERJA Work experience
Neil Iskandar Daulay	Ketua Chairman	Sarjana Teknik Sipil Civil Engineer	Staff Khusus Menteri Sosial RI Special Staff of the Minister of Social Affairs of the Republic of Indonesia
Sarwin Prodjosuwirdjo	Sekretaris Secretary	Magister Administrasi Bisnis Master of Business Administration	Sekretaris Dewan Komisaris PT Pelindo IV (Persero) (2015-2018) Secretary of the Board of Commissioners of PT Pelindo IV (Persero) (2015-2018)
Basri Alam	Anggota Member	Sarjana Ekonomi Pembangunan Bachelor of Development Economics	Wakil Presiden Pengembangan Karir dan HC Vice President of Career and HC Development





- Ketua Komite Nominasi dan Remunerasi
- Dasar Pengangkatan : KEP.07/KPI.IV/2020
- Periode : 22 April 2020 s.d. Sekarang
- Profil disampaikan pada profil Dewan Komisaris
- Chairman of the Nomination and Remuneration Committee
- Basis of Appointment: KEP.07 / KPI.IV / 2020
- Period: April 22, 2020 - Present
- Profiles are presented in the profile of the Board of Commissioners



### Neil Iskandar Daulay

Ketua Komite Nominasi dan Remunerasi  
Chairman of the Nomination and Remuneration Committee



- Sekretaris Komite Nominasi dan Remunerasi
- Dasar Pengangkatan : KEP.07/KPI.IV/2020
- Periode : 22 April 2020 s.d. Sekarang
- Profil disampaikan pada profil Dewan Komisaris
- Secretary of the Nomination and Remuneration Committee
- Basis of Appointment: KEP.07 / KPI.IV / 2020
- Period: April 22, 2020 - Present
- Profiles are presented in the profile of the Board of Commissioners



### Sarwin Prodjosuwirdjo

Sekretaris Komite Nominasi dan Remunerasi  
Secretary of the Nomination and Remuneration Committee



- Anggota Komite Nominasi dan Remunerasi
- Dasar Pengangkatan : KEP.07/KPI.IV/2020
- Periode : 22 April 2020 s.d. Sekarang
- Profil disampaikan pada profil Dewan Komisaris

- Member of the Nomination and Remuneration Committee
- Basis of Appointment: KEP.07 / KPI.IV / 2020
- Period: April 22, 2020 - Present
- Profiles are presented in the profile of the Board of Commissioners



**Basri Alam**  
 Anggota Komite Nominasi dan Remunerasi  
 Member of the Nomination and Remuneration Committee

**Independensi Komite Nominasi dan Remunerasi**

Seluruh anggota Komite Nominasi dan Remunerasi merupakan pribadi yang profesional. Anggota Komite Komite Nominasi dan Remunerasi yang dibentuk telah memenuhi kriteria sebagai anggota, keahlian, pengalaman, dan integritas.

**Independence of the Nomination and Remuneration Committee**

All members of the Nomination and Remuneration Committee are professional individuals. All members of the Nomination and Remuneration Committee have met the criteria in terms of expertise, experience and integrity.

TABEL INDEPENDENSI KOMITE NOMINASI DAN REMUNERASI		
INDEPENDENCE TABLES NOMINATION AND REMUNERATION COMMITTEE		
ASPEK INDEPENDENSI Independence Aspect	Neil Iskandar Daulay	Basri Alam
Tidak memiliki hubungan keuangan dengan Dewan Komisaris dan Direksi Has no financial relations with the Board of Commissioners and Directors	x	x
Tidak memiliki hubungan kepengurusan di Perseroan, maupun perusahaan afiliasi Has no management relationship in the Company, or an affiliated company	x	x
Tidak memiliki hubungan kepemilikan saham perusahaan Has no a company shareholding relationship	x	x
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi dan/ atau sesama anggota Komite audit Has no family relationship with the Board of Commissioners, Directors and / or fellow Audit Committee members	x	x
Tidak menjabat sebagai pengurus partai politik, pejabat pemerintah daerah Not serving as administrator of political parties, local government officials	x	x

## Tugas dan Tanggung Jawab Komite Nominasi dan Remunerasi

### Fungsi Nominasi

1. Menyusun komposisi dan proses nominasi anggota Direksi dan/atau anggota Dewan Komisaris
2. Menyusun kebijakan dan kriteria yang dibutuhkan dalam proses nominasi calon anggota Direksi dan/atau Anggota Dewan Komisaris
3. Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris berdasarkan tolak ukur yang telah disusun sebagai bahan evaluasi.
4. Memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris.
5. Memberikan usulan calon yang memenuhi syarat sebagai anggota Direksi dan/atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS.

### Fungsi Remunerasi

1. Memberikan rekomendasi kepada Dewan Komisaris mengenai : struktur, kebijakan dan besaran atas remunerasi
2. Membantu Dewan Komisaris melakukan penilaian kinerja dengan kesesuaian Remunerasi yang diterima masing-masing anggota Direksi dan/atau anggota Dewan Komisaris.

### Penerapan Tata Kelola (GCG) Emiten

Fungsi Komite Nominasi dan Remunerasi untuk penerapan Tata Kelola (GCG) Emiten dilaksanakan berdasarkan Pedoman Otoritas Jasa Keuangan No.21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka dan SE OJK No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka.

## Duties and Responsibilities of the Nomination and Remuneration Committee

### Nomination Function

1. Compiling the composition and nomination process for members of the Board of Directors and / or members of the Board of Commissioners
2. Develop policies and criteria required in the nomination process for candidates for members of the Board of Directors and / or members of the Board of Commissioners
3. Assisting the Board of Commissioners in assessing the performance of members of the Board of Directors and / or members of the Board of Commissioners based on benchmarks that have been prepared as evaluation materials.
4. Provide recommendations to the Board of Commissioners regarding capacity building programs for members of the Board of Directors and / or members of the Board of Commissioners.
5. Propose candidates who meet the requirements as members of the Board of Directors and / or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS.

### Fungsi Remunerasi

1. Provide recommendations to the Board of Commissioners regarding: structure, policies and amounts of remuneration
2. Assisting the Board of Commissioners in conducting performance appraisals in accordance with the remuneration received by each member of the Board of Directors and / or members of the Board of Commissioners.

### Issuer GCG Implementation

The function of the Nomination and Remuneration Committee for the implementation of Corporate Governance (GCG) of Issuers is carried out based on the Financial Services Authority Guidelines No.21 / POJK.04 / 2015 concerning the Implementation of Governance Guidelines for Public Companies and the SE OJK No. 32 / SEOJK.04 / 2015 concerning Governance Guidelines for Public Companies.

## Memberikan Rekomendasi Pengembangan

Komite Nominasi dan Remunerasi memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris.

## Laporan Pelaksanaan Kegiatan Komite

Pelaksanaan pekerjaan Komite Nominasi, Remunerasi, dan GCG merujuk pada Pedoman Otoritas Jasa Keuangan No.21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka dan SE OJK No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka.

Sepanjang 2020, Komite Nominasi dan Remunerasi telah menjalankan fungsi Komite antara lain:

1. Menyusun Komposisi dan Proses Nominasi Anggota Direksi dan/atau Anggota Dewan Komisaris
2. Menyusun Kebijakan dan Kriteria yang dibutuhkan dalam proses Nominasi Calon Anggota Direksi dan atau Anggota Dewan Komisaris.
3. Membantu Dewan Komisaris melakukan penilaian kinerja anggota Direksi dan/atau anggota Dewan Komisaris berdasarkan tolak ukur yang telah disusun sebagai bahan evaluasi dengan tahapan, sebagai berikut.
4. Memberikan rekomendasi kepada Dewan Komisaris mengenai program pengembangan kemampuan anggota Direksi dan/atau anggota Dewan Komisaris.
5. Memberikan usulan calon yang memenuhi syarat sebagai anggota Direksi dan atau anggota Dewan Komisaris kepada Dewan Komisaris untuk disampaikan kepada RUPS
6. Memberikan Rekomendasi Kepada Dewan Komisaris Mengenai Struktur Remunerasi, Kebijakan atas Remunerasi dan Besaran atas Remunerasi.
7. Membantu Dewan Komisaris melakukan penilaian kinerja dengan kesesuaian Remunerasi yang diterima masing-masing anggota Direksi dan/atau anggota Dewan Komisaris

## Provide Development Recommendations

The Nomination and Remuneration Committee provides recommendations to the Board of Commissioners regarding the capacity building program for members of the Board of Directors and / or members of the Board of Commissioners.

## Audit Committee Activity Report

The implementation of the work of the Nomination, Remuneration and GCG Committee refers to the Financial Services Authority Guidelines No.21 / POJK.04 / 2015 concerning the Implementation of Governance Guidelines for Public Companies and OJK Circular No.32/SEOJK.04/2015 concerning Governance Guidelines for Public Companies.

Throughout 2020, the Nomination and Remuneration Committee has carried out Committee functions, including:

1. Prepare the Composition and Nomination Process of Members of the Board of Directors and / or Members of the Board of Commissioners
2. Develop Policies and Criteria required in the process of Nominating Candidates for Members of the Board of Directors and / or Members of the Board of Commissioners.
3. Assisting the Board of Commissioners in assessing the performance of members of the Board of Directors and / or members of the Board of Commissioners based on the criteria that have been prepared as evaluation materials in the following stages.
4. Provide recommendations to the Board of Commissioners regarding capacity building programs for members of the Board of Directors and / or members of the Board of Commissioners.
5. Propose candidates who qualify as members of the Board of Directors and / or members of the Board of Commissioners to the Board of Commissioners to be submitted to the GMS
6. Provide recommendations to the Board of Commissioners regarding the Remuneration Structure, Remuneration Policy and Amount of Remuneration.
7. Assist the Board of Commissioners in conducting performance appraisals in accordance with the remuneration received by each member of the Board of Directors and / or members of the Board of Commissioners

## Rapat Komite

Sesuai dengan POJK No. 34, dinyatakan bahwa Rapat Komite sekurang-kurangnya dilakukan satu kali dalam 4 bulan (16 kali dalam setahun). Selama tahun 2020, KNR melaksanakan 3 (tiga) kali rapat, dengan tingkat kehadiran masing-masing anggota sebagai berikut:

## Committee Meetings

In accordance with POJK No. 34, it is stated that the Committee Meeting is held at least once every 4 months (16 times a year). During 2020, the KNR held 3 (three) meetings, with the attendance levels of each member as follows:

NAMA Name	JABATAN Position	KEHADIRAN Attendance	PERSENTASE (%) Percent (%)
Neil Iskandar Daulay	Ketua Chairman	16	100%
Sarwin Prodjosuwirdjo	Sekretaris Secretary	16	100%
Basri Alam	Anggota Member	16	100%

Adapun agenda Rapat Komite Nominasi dan Remunerasi adalah sebagai berikut :

The agenda for the Nomination and Remuneration Committee Meeting is as follows:

NO.	TANGGAL Date	AGENDA
1	18-2-2020	Pembahasan Final GCG Versi OJK Final Discussion on GCG Version of The Financial Services Authority (OJK);
2	21-4-2020	Pembahasan Tindak Lanjut Surat KBUMN No. S-254 tgl 17 April 2020 Discussion of Follow-up Letter of KBUMN No. S-254 dated April 17, 2020;
3	4-5-2020	Pembahasan Usulan Sloting Calon Direksi Discussion on the Proposed Slotting of Candidates for Directors;
4	10-1-2020	Realisasi Program Kerja KNR Tahun 2019; Realization of the 2019 KNR Work Program;
5	18-3-2020	Benchmark RKAP Pelindo usulan Obligasi II; Pelindo RKAP benchmark for proposed Bond II;
6	26-3-2020	Program strategis dan Penyerapan Obligasi I; Strategic Program and Bonds Absorption I;
7	22-4-2020	Tindak lanjut surat KBUMN Talent Management; Follow up letter of KBUMN Talent Management;
8	5-5-2020	Sloting Calon Direksi; Slotting of Candidates for Directors;
9	8-6-2020	Tindak lanjut rekomendasi GCG Tahun 2019; Follow-up on the 2019 GCG recommendations;
10	3-7-2020	Realisasi KNR Triwulan II Tahun 2020; Realization of the Second Quarter of 2020 KNR;
11	28-8-2020	KPI Korporate Triwulan II 2020; KPI for Corporate Quarter II 2020;
12	7-9-2020	Usulan Gaji Dirut; Managing Director Salary Proposal;
13	22-9-2020	Tindak lanjut Asessment GCG Tahun 2019; Follow up of the 2019 GCG Assessment;



NO.	TANGGAL Date	AGENDA
14	26-10-2020	Tindak lanjut Pinjaman Jangka Panjang dan Penghapusan Aset; Follow-up to Long-Term Loans and Asset Write-Offs;
15	19-11-2020	Program Kerja Komite APS RKAP; APS RKAP Committee Work Program;
16	22-12-2020	KPI, Taksasi RKAP; KPI, RKAP estimates;

## Pengembangan Kompetensi Komite Nominasi dan Remunerasi

Sepanjang tahun 2020, tidak ada program pelatihan yang diikuti oleh Komite Nominasi dan Remunerasi.

## Penilaian Kinerja Nominasi Dan Remunerasi

Evaluasi Penilaian kinerja Komite Nominasi dan Remunerasi dilakukan setiap 1 (satu) tahun sekali oleh Dewan Komisaris. Metode penilaian kinerja tersebut berdasarkan realisasi dan penyelesaian program kerja yang telah tersusun dalam RKA tahunan Komite yang dilaporkan secara tahunan dalam laporan Komite.

Penilaian juga dilakukan atas saran, rekomendasi dan masukan yang diberikan oleh Komite Nominasi dan Remunerasi terkait penyempurnaan *soft-structure* pendukung pelaksanaan nominasi dan remunerasi perseroan. Hasil penilaian tersebut menjadi bahan pertimbangan Dewan Komisaris untuk mengangkat kembali dan/atau memberhentikan anggota Komite.

## Kebijakan Mengenai Suksesi Direksi

Perseroan berupaya untuk menjaga keberlangsungan usaha, salah satunya dengan merancang Kebijakan Suksesi Direksi demi terciptanya pola kaderisasi kepemimpinan yang efektif, transparan dan wajar. Proses pemilihan calon Direksi Perseroan mempertimbangkan kinerja, kompetensi, pengalaman berkarir dan persyaratan lain sesuai dengan peraturan yang berlaku.

## Proses Suksesi Direksi

Dalam mewujudkan mekanisme pemilihan dan penggantian anggota Direksi yang transparan, akuntabel dan dapat dipertanggungjawabkan, calon anggota Direksi Perseroan telah melalui beberapa rangkaian proses sebelum diusulkan oleh Pemegang Saham.

## Competency Development for the Nomination and Remuneration Committee

Throughout 2020, the Nomination and Remuneration Committee did not participate in a single training program.

## Nomination and Remuneration Performance Assessment

Every 1 (one) year, an evaluation of the performance of the Nomination and Remuneration Committee is conducted by the Board of Commissioners. The performance appraisal method is based on the realization and completion of work programs that have been compiled in the Committee's annual RKA which is reported annually in the Committee's report.

The assessment is also carried out on suggestions, recommendations and input provided by the Nomination and Remuneration Committee regarding the improvement of the *soft-structure* that supports the implementation of the company's nomination and remuneration. The results of the assessment are taken into consideration by the Board of Commissioners to reappoint and / or dismiss Committee members.

## Board of Directors succession policy

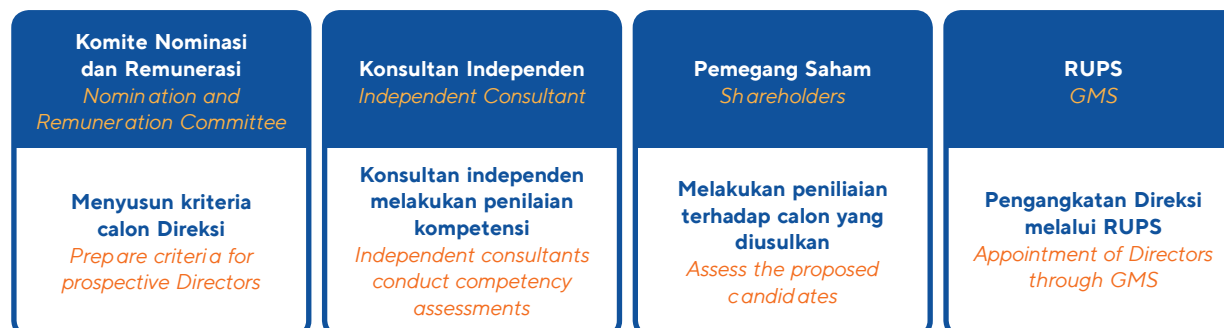
The Company strives to maintain business continuity, among others by designing a Board of Directors succession policy in order to create an effective, transparent and fair leadership cadre. The selection of candidates for the Board of Directors of the Company takes into account the performance, competence, career experience and other requirements in accordance with the applicable regulations.

## Succession Process of the Board of Directors

In order to create a transparent and accountable mechanism for selecting and replacing members of the Board of Directors, prospective members of the Board of Directors of the Company have gone through several series of processes before being proposed by the Shareholders.

Proses suksesi calon Direksi dijelaskan sebagai berikut:

The succession process of candidates for the Board of Directors is described as follows::



Pengangkatan para anggota Direksi Perseroan oleh RUPS diambil dari calon yang diajukan oleh pemegang saham Seri A Dwiwarna. PER-03/MBU/02/2015 tentang Persyaratan, Tata Cara Pengangkatan, dan Pemberhentian Anggota Direksi Badan Usaha Milik Negara, sumber bakal calon Direksi berasal dari:

1. Direksi BUMN;
2. Dewan Komisaris/Dewan Pengawas BUMN;
3. Talenta BUMN yang diusulkan melalui Dewan Komisaris, terdiri atas:
  - a. Pejabat satu tingkat dibawah Direksi atau pejabat yang mempunyai prestasi istimewa;
  - b. Direksi anak perusahaan BUMN/Perusahaan patungan BUMN;
4. Talenta Kementerian BUMN;
5. Sumber lain yang terdiri dari:
  - a. Pejabat BUMN lain; dan
  - b. Sumber lainnya.

Bakal calon yang akan ditetapkan menjadi calon anggota Direksi harus memenuhi persyaratan formal dan persyaratan lain yang ditetapkan dalam PER-03/MBU/02/2015 tersebut diatas dan telah lulus Uji Kelayakan dan Kepatutan yang dilaksanakan oleh lembaga profesional. Bakal calon yang akan diajukan dalam RUPS tersebut dievaluasi oleh Tim yang dibentuk oleh Menteri BUMN dengan melibatkan Komisaris Utama atau Ketua Komite Nominasi Dewan Komisaris.

The members of the Board of Directors of the Company who are appointed by the GMS are drawn from the candidates proposed by the Series A Dwiwarna shareholder. PER-03/MBU/02/2015 concerning Requirements, Procedures for Appointment, and Dismissal of Members of the Board of Directors of State-Owned Enterprises states that the sources of the candidate for the Board of Directors are from:

1. Directors of SOEs;
2. Board of Commissioners / Supervisory Board of SOEs;
3. SOEs talents proposed through the Board of Commissioners, consisting of:
  - a. Officials one level below the Board of Directors or officers who have special achievements;
  - b. Directors of SOEs subsidiaries / SOEs joint ventures;
4. Ministry of SOEs Talent;
5. Other sources consisting of:
  - a. Other SOEs officials; and
  - b. Other sources.

Prospective members of the Board of Directors must meet the formal requirements and other requirements stipulated in PER-03 / MBU / 02/2015 and have passed the Fit and Proper Test conducted by a professional institution. The prospective candidates who will be proposed in the GMS are then evaluated by a team formed by the SOEs Minister by involving the President Commissioner or the Chairman of the Nomination Committee of the Board of Commissioners.

RUPS dapat memberhentikan anggota Direksi yang tidak lagi memenuhi persyaratan sebagai anggota Direksi, yaitu antara lain jika yang bersangkutan melakukan tindakan yang merugikan Perseroan atau sebab lainnya yang dinilai tepat oleh RUPS. Keputusan pemberhentian termaksud diambil setelah yang bersangkutan diberi kesempatan membela diri, kecuali yang bersangkutan tidak berkeberatan atas pemberhentian tersebut.

Seorang anggota Direksi berhak mengundurkan diri dari jabatannya dengan memberitahukan secara tertulis kepada Perseroan, Dewan Komisaris dan anggota Direksi lainnya, yang ditindaklanjuti dengan penyelenggaraan RUPS dalam jangka waktu 60 (enam puluh) hari setelah diterimanya surat pengunduran diri tersebut. Anggota Direksi yang mengundurkan diri tetap dimintakan pertanggungjawabannya sejak pengangkatan sampai dengan disetujuinya pengunduran diri tersebut.

The GMS may dismiss a member of the Board of Directors who no longer meets the requirements as a member of the Board of Directors, among other things if the person concerned has committed an action that is detrimental to the Company or other reasons that the GMS deems appropriate. The dismissal is decided after the person concerned is given the opportunity to defend himself, unless the person concerned does not object to the dismissal.

A member of the Board of Directors has the right to resign from his position through written notification to the Company, the Board of Commissioners, and other members of the Board of Directors, which is followed up by holding a GMS within 60 (sixty) days after the resignation letter is received. Members of the Board of Directors who resign are still held accountable from the time of appointment until the resignation is approved.

## SEKRETARIS PERUSAHAAN

### Corporate Secretary



**Sekretaris Perusahaan dibentuk untuk menjalankan fungsi sebagai fasilitator Perusahaan dan Direksi dengan pihak eksternal yang mencakup hubungan dengan semua pemangku kepentingan, termasuk publik**

*The Corporate Secretary was formed to function as a facilitator for the Company and the Board of Directors with external parties which includes relationships with all stakeholders, including the public.*

Sekretaris Perusahaan Pelindo IV dibentuk berdasarkan Peraturan Menteri Badan Usaha Milik Negara No.KEP-117/M-MBU/2002 Tentang Penerapan Praktik Good Corporate Governance pada Badan Usaha Milik Negara. Sekretaris Perusahaan dibentuk untuk menjalankan fungsi sebagai fasilitator Perusahaan dan Direksi dengan pihak eksternal yang mencakup hubungan dengan semua pemangku kepentingan, termasuk publik.

Pelindo IV's Corporate Secretary was formed based on the Regulation of the Minister of State-Owned Enterprises No. KEP-117 / M-MBU / 2002 concerning the Implementation of Good Corporate Governance Practices in State-Owned Enterprises. The Corporate Secretary was formed to function as a facilitator for the Company and the Board of Directors with external parties which includes relationships with all stakeholders, including the public.

### Pengangkatan dan Kualifikasi Sekretaris Perusahaan

Kewajiban membentuk Sekretaris Perusahaan juga berlaku bagi Perseroan sebagai BUMN sebagaimana diatur dalam Peraturan Menteri BUMN No. PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (GCG) pada BUMN berikut perubahannya.

### Appointment and Qualifications of the Corporate Secretary

The obligation to form a Corporate Secretary also applies to the Company as an SOE as stipulated in SOE Minister Regulation No. PER-01 / MBU / 2011 dated 1 August 2011 concerning the Implementation of Good Corporate Governance (GCG) in SOE and its amendments.

Dalam hal terjadi kekosongan Sekretaris Perusahaan, Perseroan wajib menunjuk penggantinya dalam jangka waktu paling lama 60 (enam puluh) hari sejak terjadinya kekosongan Sekretaris Perusahaan. Selama terjadi kekosongan, Sekretaris Perusahaan dirangkap oleh seorang anggota Direksi atau orang perseorangan yang ditunjuk sebagai Sekretaris Perusahaan sementara, tanpa memperhatikan persyaratan Sekretaris Perusahaan.

In the event of a Corporate Secretary vacancy, the Company is obliged to appoint a replacement within a maximum period of 60 (sixty) days from the vacancy of the Corporate Secretary. During vacancies, the Corporate Secretary is concurrently a member of the Board of Directors or an individual who is appointed as the temporary Corporate Secretary, regardless of the requirements of the Corporate Secretary.

Sekretaris Perusahaan diangkat dan diberhentikan oleh Direktur Utama berdasarkan mekanisme internal Perusahaan dengan persetujuan Dewan Komisaris (Pasal 29 (3) Permen BUMN No. 01/2011). Organisasi Sekretaris Perusahaan dibentuk melalui Surat Keputusan Direksi. Masa jabatan Sekretaris Perusahaan dibatasi selama-lamanya 5 (lima) tahun dan dapat diperpanjang selama-lamanya 3 (tiga) tahun.

Sekretariat Perusahaan dipimpin oleh Sekretaris Perusahaan dan dalam melaksanakan tugasnya bertanggung jawab kepada Direksi. Sekretaris Perusahaan mempunyai fungsi perencanaan, penyelenggaraan, pembinaan, dan evaluasi kegiatan komunikasi Perseroan, kehumasan, hubungan antar lembaga dan luar negeri, kesekretariatan Direksi, GCG (), serta kegiatan Program Kemitraan dan Bina Lingkungan.

## Tugas dan Tanggung Jawab

Untuk menyelenggarakan fungsi, Sekretariat Perusahaan mempunyai tugas:

1. Mengelola kesekretariatan Direksi, rapat Direksi, rapat Komisaris, RUPS (Rapat Umum Pemegang Saham), dan kegiatan administrasi Direksi lainnya;
2. Menyusun dan melaksanakan program komunikasi Perseroan, termasuk komunikasi eksternal, komunikasi internal, dan kehumasan;
3. Melaksanakan kegiatan hubungan kelembagaan dan hubungan masyarakat dengan pihak-pihak yang berkepentingan atas informasi dari Perseroanperusahaan;
4. Pengawasan terhadap penerapan GCG () yang berlandaskan prinsip-prinsip transparansi, kemandirian, akuntabilitas pertanggungjawaban dan kewajaran di lingkungan Perseroan;
5. Merencanakan, memonitor, dan mengevaluasi Program Kemitraan dan Bina Lingkungan.

Sekretaris Perusahaan dibantu oleh 3 (tiga) Asisten Sekretaris Perusahaan sebagai berikut:

1. Asisten Sekretaris Perusahaan Bidang Komunikasi Korporat dan Sekretariat;
2. Asisten Sekretaris Perusahaan Bidang GCG () dan Sistem Manajemen;

The Corporate Secretary is appointed and dismissed by the President Director based on the Company's internal mechanism with the approval of the Board of Commissioners (Article 29 (3) of SOEs Ministerial Regulation No. 01/2011). The organization of the Corporate Secretary is formed through a Decree of the Board of Directors. The term of office of the Corporate Secretary is limited to a maximum of 5 (five) years and can be extended for a maximum of 3 (three) years.

The Corporate Secretary is led by the Corporate Secretary and in carrying out his duties is responsible to the Board of Directors. The Corporate Secretary has the functions of planning, organizing, coaching, and evaluating the Company's communication activities, public relations, inter-institutional and foreign relations, the secretariat of the Board of Directors, GCG (Good Corporate Governance), as well as the Partnership and Community Development Program activities.

## Duties and responsibilities

To carry out functions, the Company Secretariat has the following duties:

1. Manage the secretariat of the Board of Directors, Board of Directors meetings, Commissioners' meetings, GMS (General Meeting of Shareholders), and other administrative activities of the Board of Directors;
2. Compile and implement the Company's communication program, including external communication, internal communication, and public relations;
3. Carrying out institutional relations and public relations activities with parties who have an interest in the Company's information;
4. Supervision of the implementation of GCG (Good Corporate Governance) which is based on the principles of transparency, independence, accountability, responsibility and fairness within the Company;
5. Planning, monitoring, and evaluating the Partnership and Community Development Program.

The Corporate Secretary is assisted by 3 (three) Assistant Corporate Secretary as follows:

1. Assistant to the Corporate Secretary for Corporate Communications and the Secretariat;
2. Assistant to the Corporate Secretary for GCG (Good Corporate Governance) and Management Systems;



### 3. Asisten Sekretaris Perusahaan Bidang Program Kemitraan dan Bina Lingkungan.

Selain dibantu oleh Asisten Sekretaris Perusahaan, Sekretaris Perusahaan dibantu oleh Kepala Kantor Perwakilan, ketentuan lebih lanjut Kantor Perwakilan di Jakarta ditetapkan dalam Peraturan Direksi tersendiri.

Selain itu, Sekretaris Perusahaan juga memiliki wewenang sebagai pihak yang membangun hubungan eksternal kepada publik, seperti laporan tahunan, pembangunan komunikasi dan media, serta pembentukan opini publik yang positif terhadap kinerja Perusahaan.

## Profil Corporate Secretary

Pada tahun 2020 terjadi pergantian Corporate Secretary yang semula dijabat oleh Ir. I Made Herdianta Gautama kemudian digantikan oleh Rahmad Toto Sugiarto S.E, M.M sesuai Surat Keputusan Nomor: SK127/KP.304/DUT-2020 tanggal 01 Mei 2020.

### 3. Assistant to the Corporate Secretary for the Partnership and Environment Development Program.

Apart from being assisted by the Assistant Corporate Secretary, the Corporate Secretary is also assisted by the Head of the Representative Office. Further provisions for the Representative Office in Jakarta are stipulated in a separate Board of Directors Regulation.

In addition, the Corporate Secretary also has the authority as the party that builds external relations to the public, such as annual reports, communication and media development, and the formation of positive public opinion on the Company's performance.

## Corporate Secretary Profile

In 2020, the Corporate Secretary which was previously held by Ir. I Made Herdianta Gautama was replaced by Rahmad Toto Sugiarto S.E, M.M according to Decree Number: SK127 / KP.304 / DUT-2020 dated May 1, 2020.



**Ir. I Made Herdianta Gautama**  
Corporate Secretary  
Corporate Secretary

Warga Negara: Indonesia lahir di Surabaya, 07 Oktober 1966. Menamatkan Pendidikan Sarjana/S1 Teknik Elektro. Menjabat sebagai Corporate Secretary (2018), General Manager Terminal Petikemas Bitung (2017-2018), Kepala Biro Teknologi Informasi (2014-2017), Senior Manager Teknologi Informasi dan Komunikasi (2012-2014), Senior Manager Perencanaan Perusahaan (2012-2012), Senior Manager Administrasi dan Kesejahteraan SDM (2011-2012), Pengawas Bidang I (2010-2011), Asisten Sekretaris Perusahaan (2004-2009), Kepala Bagian Sistem Teknologi dan Informasi (2003-2004), Kepala Bagian Data dan Informasi Kls.Utama (1999-2003), Analis Tk.III dan II 1995-1997).

Indonesian citizen, born in Surabaya, October 7, 1966. Completed his Bachelor degree in Electrical Engineering. Served as Corporate Secretary (2018), General Manager of Bitung Container Terminal (2017-2018), Head of Information Technology Bureau (2014-2017), Senior Manager of Information and Communication Technology (2012-2014), Senior Manager of Corporate Planning (2012-2012), Senior Manager of Administration and HR Welfare (2011-2012), Supervisor of Field I (2010-2011), Assistant to the Corporate Secretary (2004-2009), Head of the Information and Technology Systems Section (2003-2004), Head of the First Class Data and Information Section (1999-2003), Analyst Level III and II 1995-1997).



**Warga Negara: Indonesia lahir di Bandar Lampung, 01 Desember 1973. Menamatkan Pendidikan Pasca Sarjana/ S2 Magister Manajemen Pemasaran. Menjabat sebagai Corporate Secretary (2020), Pelaksana Harian Direktur Utama PT Nusantara Terminal Service (2018), Director SBU Marine Service (2017), Kepala Biro Perencanaan Strategis Perusahaan (2016), Senior Manager Pelayanan Terminal (2014), Senior Manager Terminal Barang dan Aneka Usaha (2012), Manager Perencanaan dan Operasi (2010 s.d 2011), Asisten Senior Manager Perencanaan Usaha (2009), Asisten Senior Manager Pemasaran Wilayah Operasi II (2008), Auditor Yuniior (2006), Analis Senior Promosi dan KSU (2005), Pelaksana Tk.I Analis dan Evaluasi (2003), Pelaksana Tk.I Administrasi Perencanaan/Pengendalian (2002), Pelaksana Tk.I Verifikasi Data (2000), Pelaksana Data dan Laporan (1998).**

Citizen: Indonesian born in Bandar Lampung, December 1, 1973. Completed his Postgraduate Education Masters in Marketing Management. Served as Corporate Secretary (2020), Daily Executive Director of PT Nusantara Terminal Service (2018), Director of SBU Marine Service (2017), Head of Corporate Strategic Planning Bureau (2016), Senior Manager of Terminal Services (2014), Senior Manager of Goods Terminals and Other Services (2012), Manager of Planning and Operations (2010-2011), Senior Assistant Manager of Business Planning (2009), Senior Assistant Manager of Operations Area II (2008), Junior Auditor (2006), Senior Promotion Analyst and KSU (2005), Executor Level I Analyst and Evaluation (2003), Executor Level I Administration of Planning / Control (2002), Executor Level I Data Verification (2000), Executor of Data and Reports (1998).

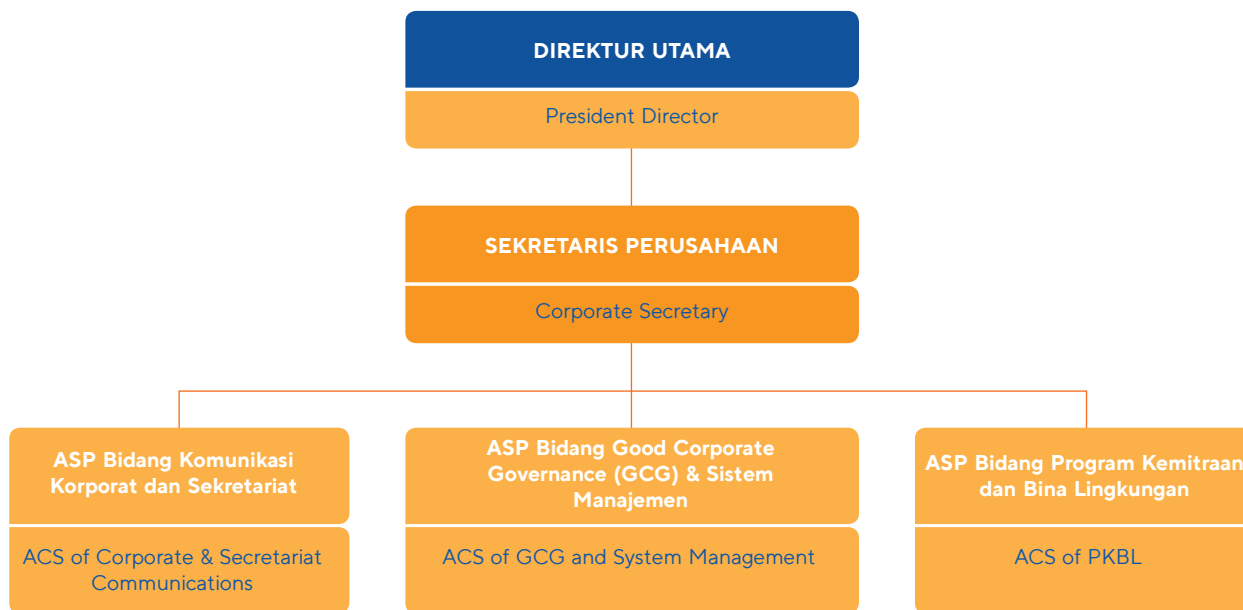

**Dwi Rahmad Toto Sugiarto**  
 Sekretaris Perusahaan  
 Corporate Secretary

### Struktur Organisasi Sekretaris Perusahaan

Sekretaris perusahaan bertanggung jawab langsung kepada Direktur utama dalam struktur organisasi Perusahaan. Sekretaris Perusahaan dibantu oleh ASP (asisten Sekretaris Perusahaan) yakni ASP Bidang Komunikasi Korporat dan Sekretariat, ASP Bidang Good Corporate Governance (GCG) dan Sistem manajemen, ASP Bidang Program Kemitraan dan Bina lingkungan yang juga bertanggung jawab dalam pelaksanaan tata kelola perusahaan serta berfungsi sebagai penghubung dengan pihak eksternal maupun internal Perseroan.

### Corporate Secretary Organizational Structure

The corporate secretary reports directly to the President Director in the Company's organizational structure. The Corporate Secretary is assisted by ASP (Assistant Corporate Secretary), namely ASP for Corporate Communication and the Secretariat, ASP for Good Corporate Governance (GCG) and Management Systems, ASP for the Partnership and Community Development Program which is also responsible for implementing corporate governance and serves as a liaison with external and internal parties of the Company.



Adapun pembagian tugas masing-masing adalah sebagai berikut: The distribution of each of the tasks is as follows:

ASP I BIDANG KOMUNIKASI KORPORAT DAN SEKRETARIAT ACS of Corporate & Secretariat Communications	ASP II BIDANG GCG DAN SISTEM MANAJEMEN ACS of GCG And System Management	ASP III BIDANG PKBL ACS OF PKBL
<p>Mengkoordinasikan, mengawasi, dan mengevaluasi perencanaan dan pelaksanaan kegiatan komunikasi Perseroan ke semua pihak (<i>stakeholders</i>) dan kesekretariatan Direksi (administrasi, keprotokolan, rapat Direksi, rapat Dewan Komisaris, dan rapat RuPS) agar seluruh kegiatan tersebut dapat terlaksana secara efisien dan efektif dan demi terlaksananya GCG sesuai target yang telah ditetapkan.</p> <p><i>coordinate, supervise, and evaluate the planning and implementation of the Company's communications activities to all parties (stakeholders) and secretarial Directors (administration, protocols, Board of Directors meetings, Board of Commissioners meetings, and RUPS meetings) so that all activities can be carried out efficiently and effectively and for the implementation GCG according to the set target.</i></p>	<p>Merencanakan, mengkoordinasikan, mengawasi, dan mengevaluasi pelaksanaan kegiatan penyusunan dan penerapan standar GCG dan sistem manajemen lainnya untuk meningkatkan kepatuhan (<i>compliance</i>) dan efektivitas Perseroan sesuai dengan peraturan yang berlaku dan target kinerja yang telah ditetapkan.</p> <p><i>plan, coordinate, supervise, and evaluate the implementation of activities to compile and implement GCG standards and other management systems to improve compliance and effectiveness of the Company in accordance with applicable regulations and set performance targets.</i></p>	<p>Mengkoordinasikan, mengawasi, dan mengevaluasi perencanaan dan pelaksanaan kegiatan program kemitraan dan bina lingkungan agar seluruh kegiatan tersebut dapat terlaksana secara efisien dan efektif guna meningkatkan kesejahteraan sosial dan pertumbuhan ekonomi masyarakat dengan tetap menjaga kelestarian lingkungan sesuai target yang telah ditetapkan.</p> <p><i>coordinate, supervise, and evaluate the planning and implementation of partnership and community development program activities so that all of these activities can be carried out efficiently and effectively in order to improve social welfare and economic growth of the community while maintaining environmental sustainability in accordance with the set targets.</i></p>

Fungsi Sekretaris Perusahaan sesuai Peraturan Direksi nomor PD 20 Tahun 2013 tentang Struktur Organisasi dan Tata Kerja Kantor Pusat PT Pelindo IV (Persero) tanggal 23 Desember 2013 meliputi perencanaan, penyelenggaraan, pembinaan, dan evaluasi kegiatan komunikasi Perseroan, kehumasan, hubungan antar lembaga dan luar negeri, kesekretariatan Direksi, kepatuhan terhadap GCG, dan kegiatan program kemitraan dan bina lingkungan.

### Uraian Singkat Pelaksanaan Tugas Sekretaris Perusahaan pada Tahun Buku

Pada tahun 2020, Perseroan melalui Sekretaris Perusahaan telah melakukan pelaksanaan tugas Sekretaris Perusahaan dan menyampaikan berbagai informasi terkait operasional Perseroan dalam rangka keterbukaan informasi baik secara internal maupun kepada eksternal yang meliputi:

1. Menyelenggarakan Rapat: Direksi (Internal), Rapat Direksi dan Staf, Rapat Dewan Komisaris dan Direksi, Rapat Umum Pemegang Saham dan Rapat Tinjauan Manajemen.
2. Melaksanakan GCG dengan baik, menetapkan strategi pelaksanaan praktik GCG, proses pelaksanaan asesmen GCG, proses penilaian & kajian implementasi GCG untuk memastikan praktik GCG berjalan sesuai prinsip-prinsip yang berlaku dan mengarahkan pelaksanaan monitoring GCG, proses tindak lanjut pada temuan hasil asesmen GCG, proses pelaksanaan eksternal asesmen untuk memastikan implementasi dan pelaksanaan tindak lanjut GCG.
3. Menerbitkan Annual Report Tahun Buku 2019 dan memenuhi kewajiban pelaporan ke Bursa Efek Indonesia (BEI) & Otoritas Jasa Keuangan (OJK)
4. Melakukan pengurusan perijinan Perusahaan, melakukan pembuatan MOU, serta melakukan pengendalian aspek kepatuhan hukum Perseroan agar selalu sesuai dengan aspek kepatuhan hukum yang berlaku.
5. Administrasi Kesekretariatan Perseroan mengarahkan administrasi kesekretariatan Perseroan untuk memastikan ketersediaan dokumen secara lengkap serta melakukan penyempurnaan keprotokolan.

The function of the Corporate Secretary is in accordance with the Board of Directors Regulation number PD 20 of 2013 concerning the Organizational Structure and Work Procedures of the Head Office of PT Pelindo IV (Persero) dated 23 December 2013 which includes planning, organizing, coaching, and evaluating the Company's communication activities, public relations, relations between institutions and abroad, the secretariat of the Board of Directors, compliance with GCG, and partnership and community development program activities.

### Brief Description of the Implementation of the Duties of the Corporate Secretary in the Fiscal Year

In 2020, the Company through the Corporate Secretary has carried out the duties of the Corporate Secretary and submitted various information related to the Company's operations as a form of information disclosure, both internally and externally, which includes:

1. Organizing Board of Directors Internal Meetings, Directors and Staff Meetings, Board of Commissioners and Directors Meetings, General Meeting of Shareholders and Management Review Meetings.
2. Implement proper GCG, establish a strategy for the implementation of GCG practices, the process of implementing GCG assessment, the process of assessing & reviewing GCG implementation to ensure that GCG practices run according to applicable principles and directing the implementation of GCG monitoring, follow-up processes on the findings of GCG assessment, external assessment implementation process to ensure the implementation of follow-up GCG.
3. Publish the Annual Report for the 2019 Fiscal Year and fulfill the reporting obligations to the Indonesia Stock Exchange (IDX) & the Financial Services Authority (OJK)
4. Performing company licensing, making MOUs, and monitoring aspects of the Company's legal compliance so that it is always in accordance with applicable law.
5. Secretarial Administration of the Company directs the secretarial administration of the Company to ensure the availability of complete documents as well as perfecting protocols.

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|---|--|
| <p>6. Kegiatan Komunikasi Internal Karyawan Perseroan merupakan elemen penting dalam membangun reputasi Perseroan, guna menunjang ketersediaan informasi yang penting bagi seluruh karyawan Perseroan, Sekretaris Perusahaan memiliki tugas menyebarluaskan informasi, program maupun kebijakan manajemen. Penyebarluasan informasi tersebut, dilaksanakan melalui: Website internal Perseroan/Intranet, Surat Edaran, E-mail dan melalui Sosialisasi di lingkungan Perseroan.</p> <p>7. Kegiatan Komunikasi Eksternal Perseroan menyediakan informasi kepada publik guna menyediakan kemudahan bagi publik untuk mengakses informasi dan data Perseroan. Hal ini juga merupakan pemenuhan Undang-Undang RI nomor 14 tahun 2008 tentang Keterbukaan Informasi Publik yang menyatakan bahwa keterbukaan informasi merupakan sarana mengoptimalkan pengawasan publik terhadap penyelenggara Negara dan Badan Publik lainnya. Perseroan membuka akses terhadap informasi maupun data Perseroan dalam bentuk menerbitkan Materi Publikasi Perusahaan (Iklan, Berita, dll) serta melakukan update dan monitoring Website, media sosial dan portal BUMN.</p> <p>8. Pelaksanaan PKBL tahun 2020 dan pelaporan PKBL tahun 2020.</p> | <p>6. Internal communication activities of the Company's employees are an important element in building the Company's reputation. In order to support the availability of important information for all employees of the Company, the Corporate Secretary has the task of disseminating information, programs and management policies which are implemented through the Company's internal website / Intranet, Circular, E-mail and through socialization within the Company.</p> <p>7. The Company's external communication activities make it easier for the public to access Company information and data. This is also the fulfillment of Republic of Indonesia Law number 14 of 2008 concerning Openness of Public Information which states that information disclosure is a means of optimizing public supervision of state officials and other public bodies. The Company opens access to Company information and data through the publication of Company Publication Materials (Ads, News, etc.) as well as updating and monitoring the Website, social media and SOEs portals.</p> <p>8. Implementation of PKBL in 2020 and PKBL reporting in 2020.</p> |
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## Evaluasi Sekretaris Perusahaan

Capaian tugas Sekretaris Perusahaan selama tahun 2020 telah mencapai target yang direncanakan, hal tersebut ditunjukkan dengan tercapainya KPI Sekretaris Perusahaan yang telah ditetapkan. Berikut tabel penilaian kinerja Sekretaris Perusahaan:

## Evaluation of the Corporate Secretary

During 2020, the Corporate Secretary has achieved the planned task targets. This is proven by the achievement of the Corporate Secretary KPI that has been set. The following table shows the results of the Corporate Secretary's performance appraisal:

INDIKATOR Indicator	SATUAN UNIT Unit	BOBOT Quality	TARGET/USULAN/2020 Target / proposal / 2020	CAPAIAN Result
<b>KEPEMIMPINAN, TATA KELOLA DAN TANGGUNG JAWAB KEMASYARAKATAN</b> Leadership, Governance and Community Responsibility				
Skor GCG GCG score	Skor Score		91	91,93
Skor KPKU KPKU score	Skor Score		630	593



**Catatan:**

Tahun 2019 skor KPKU PT Pelindo IV (Persero) dengan capaian 593. Namun Pada Tahun 2020 pelaksanaan KPKU PT Pelindo IV (Persero) ditunda karena pandemic Covid-19. Direncanakan KPKU akan dilaksanakan pada Tahun 2021 dengan target skor 630.

Dari jumlah KPI yang ditetapkan di Tahun 2020, kinerja Sekretaris Perusahaan menunjukkan pencapaian yang sangat baik yaitu dengan keseluruhan KPI mencapai target.

## Pengembangan Kompetensi Sekretaris Perusahaan

Agar dapat senantiasa mengikuti perkembangan terkini dan mendukung pelaksanaan fungsi dan peran Sekretaris Perusahaan yang efektif, Perseroan telah memfasilitasi karyawan di lingkungan Sekretaris Perusahaan untuk mengikuti berbagai pelatihan. Selama tahun 2019, Sekretaris Perusahaan telah mengikuti pelatihan sebagai berikut:

**Note:**

In 2019, the PT Pelindo IV (Persero) KPKU scored 593. In 2020, the implementation of the PT Pelindo IV (Persero) KPKU was postponed due to the Covid-19 pandemic. KPKU will be implemented in 2021 with a target score of 630.

From the number of KPIs set in 2020, the performance of the Corporate Secretary has shown excellent achievements, as evidenced by the fulfillment of the overall KPI targets.

## Competency Development of the Corporate Secretary

In order to keep abreast of the latest developments and support the effective implementation of the functions and roles of the Corporate Secretary, the Company has facilitated employees within the Corporate Secretary to participate in various trainings. During 2019, the Corporate Secretary has attended the following training:

PELATIHAN SEKRETARIS PERUSAHAAN DAN JAJARANNYA TAHUN 2020 Corporate Secretary and Staff Training in 2020				
No.	NAMA Name	PELATIHAN Training	PENYELENGGARA Organizer	TANGGAL Date
1	Dwi Rahmad Toto  Jabatan/ Position: Corporate Secretary	Understanding Millenials Session 1	PT Pelabuhan Indonesia IV (Persero)	31 Januari 2020
		Webinar Indonesia Logistics Performance: Outward-Inwardlooking Perspectives & Solutions	Pt Pendidikan Maritim Dan Logistik Indonesia	14 Oktober 2020
		Sosialisasi Program Kolaborasi Feb Dengan Imd"Online Course Digital Business Transformation	Forum Ekselen Bumh	06 November 2020
2	Supriyadi Ratman  Jabatan/ Position: Deputy Vice President Of Partnership Program And Corporate Social Responsibility (Csr)	Fgd Validasi Job Profile	Ppm Manajemen	12-13 Maret 2020
		Learns Series 2	PT Pelabuhan Indonesia IV (Persero)	04 Agustus 2020
		Learns Series 4	PT Pelabuhan Indonesia IV (Persero)	27 Agustus 2020
		Penataan Proses Bisnis & Standar Operating Procedure (Macro Process Dan L-1)	Dunamis	03-04 Desember 2020

PELATIHAN SEKRETARIS PERUSAHAAN DAN JAJARANNYA TAHUN 2020				
Corporate Secretary and Staff Training in 2020				
No.	NAMA Name	PELATIHAN Training	PENYELENGGARA Organizer	TANGGAL Date
3	Anna Maryani Pase	Fgd Learning Need Analysis	Dunamis	03-04 Desember 2020
	<b>Jabatan/ Position:</b> Deputy Vice President Of Corporate Communication And Secretarial	Pelatihan Menulis Opini Media Indonesia	Pt Citra Media Nusa Purnama	29 Januari 2020
		Sosialisasi Orasi "Obrolan Investasi Untuk Negeri"	Kementerian Bumh	01 Juli 2020
		Webinar Good Leader Leads Followers, Great Leader Leads & Creates Other Leaders	Pt Pendidikan Maritim Dan Logistik Indonesia	07 Oktober 2020
		Training Online Program Unlock Akhlak Batch I Dan Batch Ii Tahun 2020	Act Consulting	2-3 November 2020
		Fgd Learning Need Analysis	Ppm Manajemen	12-13 Maret 2020
		Sosialisasi Orasi "Obrolan Investasi Untuk Negeri"	Kementerian Bumh	01 Juli 2020
		Training Online Program Unlock Akhlak Batch I Dan Batch Ii Tahun 2020	Dunamis	03-04 Desember 2020
		Learns Series 4	Sprin Consultan	12 Maret 2020
		Penataan Proses Bisnis & Standar Operating Procedure (Macro Process Dan L-1)	Ppm Manajemen	12-13 Maret 2020
4	Andi Basse Nurul Qamril	Pelatihan Sistem Manajemen Anti Penyuapan Sni Iso 37001:2016	Sprin Consultan	12 Maret 2020
	<b>Jabatan/ Position:</b> Deputy Vice President Of Good Corporate Governance (Gcg) And Management System	Fgd Validasi Job Profile	Ppm Manajemen	12-13 Maret 2020
		Learns Series 4	Pt Pelabuhan Indonesia Iv (Persero)	27 Agustus 2020
		Penataan Proses Bisnis & Standar Operating Procedure (Macro Process Dan L-1)	Dunamis	03-04 Desember 2020
5	Andi Sultan Malikussaid Barammase	Webinar Living The Grandwhy Batch I	Act Consulting	22-23 September 2020
	<b>Jabatan/ Position:</b> Secretary Of President Director			

PELATIHAN SEKRETARIS PERUSAHAAN DAN JAJARANNYA TAHUN 2020				
Corporate Secretary and Staff Training in 2020				
No.	NAMA Name	PELATIHAN Training	PENYELENGGARA Organizer	TANGGAL Date
6	Ilham  Jabatan/ Position: Senior Analyst Of Partnership Program	Remedial Final Pelindo 4 Way	PT Pelabuhan Indonesia IV (Persero)	
		7 Habits Of Highly Effective People	Jp Skills Centre	04 November 2020
		Learns Series 4	PT Pelabuhan Indonesia IV (Persero)	27 Agustus 2020
		Program Mm Eksekutif Ppm School Of Management	Ppm Manajemen	10 Oktober 2020
		Penataan Proses Bisnis & Standar Operating Procedure (Macro Process Dan L-1)	Dunamis	03-04 Desember 2020
7	Andi Raden  Jabatan/ Position: Junior Analyst Of Corporate Communication	Remedial Final Pelindo 4 Way	PT Pelabuhan Indonesia IV (Persero)	
		Modul li : Continuos Improvement	PT Pelabuhan Indonesia IV (Persero)	2 Maret - 2 April 2020
8	Sinta Oktavianty  Jabatan/ Position: Junior Analyst Of Gcg	Modul li : Continuos Improvement	PT Pelabuhan Indonesia IV (Persero)	2 Maret - 2 April 2020
		Understanding Millenials Session 1	PT Pelabuhan Indonesia IV (Persero)	31 Januari 2020
		Webinar Living The Grandwhy Batch li	Act Consulting	24-25 September 2020
		Learns Series 4	PT Pelabuhan Indonesia IV (Persero)	27 Agustus 2020
		English Class	PT Pelabuhan Indonesia IV (Persero)	02 September 2020
9	Alamsyah Saputra Agung  Jabatan/ Position: Secretary Of Director	Fgd Learning Need Analysis	Ppm Manajemen	12-13 Maret 2020
		Millennial Innovation Summit (Mis)	PT Pelabuhan Indonesia IV (Persero)	19 Mei 2020
		Webinar Living The Grandwhy Batch lii	Act Consulting	28-29 September 2020
10	Serly Arisandy  Jabatan/ Position: Senior Officer Partnership Program And Csr	Leader Sharing System Session 3	PT Pelabuhan Indonesia IV (Persero)	4 Agustus 2020
11	Hasmah  Jabatan/ Position: Secretary Of President Director	Webinar Living The Grandwhy Batch lii	Act Consulting	28-29 September 2020

PELATIHAN SEKRETARIS PERUSAHAAN DAN JAJARANNYA TAHUN 2020				
Corporate Secretary and Staff Training in 2020				
No.	NAMA Name	PELATIHAN Training	PENYELENGGARA Organizer	TANGGAL Date
12	Joyce Charyil Rotua Manalu  Jabatan/ Position: Senior Officer Of Gcg And Management System	Understanding Millenials Session 1	PT Pelabuhan Indonesia IV (Persero)	31 Januari 2020
		Millennial Gathering Chapter Makassar "Bisa Apa Millennial Bumh"	PT Pelabuhan Indonesia IV (Persero)	28 Mei 2020
		Webinar Living The Grandwhy Batch I	Act Consulting	22-23 September 2020
		Learns Series 4	PT Pelabuhan Indonesia IV (Persero)	27 Agustus 2020
13	Christyan Henry Mantiri  Jabatan/ Position: Officer Of Public Relation Administration And Library	Remedial Final Pelindo 4 Way	PT Pelabuhan Indonesia IV (Persero)	
		Modul li : Continuous Improvement	PT Pelabuhan Indonesia IV (Persero)	2 Maret - 2 April 2020
		Dealing With Media Effectively In New Normal Area	PT Prospero Mandiri Indonesia	16 Juli 2020
		Webinar Online - Perancangan Standard Operating Procedure Batch 2 Tahun 2020	Ppm Manajemen	08-09 Juli 2020
		Webinar Living The Grandwhy Batch I	Act Consulting	22-23 September 2020
		Learns Series 4	PT Pelabuhan Indonesia IV (Persero)	27 Agustus 2020
14	Muhammad Ikbal  Jabatan/ Position: Cpdmt Dgn Tgs Jbt Officer Of Public Relation Administration And Library	Remedial Final Pelindo 4 Way	PT Pelabuhan Indonesia IV (Persero)	
		Modul li : Continuous Improvement	PT Pelabuhan Indonesia IV (Persero)	2 Maret - 2 April 2020
		Millennial Innovation Summit (Mis)	PT Pelabuhan Indonesia IV (Persero)	19 Mei 2020
		Dealing With Media Effectively In New Normal Area	Pt Prospero Mandiri Indonesia	16 Juli 2020
		Webinar Living The Grandwhy Batch li	Act Consulting	24-25 September 2020
		7 Habits Of Highly Effective People	Jp Skills Centre	04 November 2020
		Learns Series 4	PT Pelabuhan Indonesia IV (Persero)	27 Agustus 2020
		English Class	PT Pelabuhan Indonesia IV (Persero)	02 September 2020

PELATIHAN SEKRETARIS PERUSAHAAN DAN JAJARANNYA TAHUN 2020 Corporate Secretary and Staff Training in 2020				
No.	NAMA Name	PELATIHAN Training	PENYELENGGARA Organizer	TANGGAL Date
15	Tiara Rizkyandini	Remedial Final Pelindo 4 Way	PT Pelabuhan Indonesia IV (Persero)	
	Jabatan/ Position: Cpdmt Dgn Tgs Jbt Officer Of Partnership Program And Csr	Modul li : Continuous Improvement	PT Pelabuhan Indonesia IV (Persero)	2 Maret - 2 April 2020
		Webinar Living The Grandwhy Batch li	Act Consulting	24-25 September 2020
		7 Habits Of Highly Effective People	Jp Skills Centre	04 November 2020
		Learns Series 4	PT Pelabuhan Indonesia IV (Persero)	27 Agustus 2020
		English Class	PT Pelabuhan Indonesia IV (Persero)	02 September 2020

## Komunikasi dan Hubungan Dengan Pemangku Kepentingan

Aktivitas komunikasi dan hubungan dengan para pemangku kepentingan yang dijalankan Sekretaris Perusahaan selama tahun 2020 adalah sebagai berikut:

## Communication and Relationships with Stakeholders

During 2020, the communication activities and relationships with stakeholders carried out by the Corporate Secretary are as follows:

PEMANGKU KEPENTINGAN STAKEHOLDERS	AKTIVITAS Activity
BPKP PROVINSI SULAWESI SELATAN BPKP of South Sulawesi Province	Kunjungan dari BPKP Provinsi Sulawesi Selatan dengan Manajemen Pelindo 4 Visit from BPKP of South Sulawesi Province with Pelindo Management 4
GUBERNUR SULAWESI SELATAN Governor of South Sulawesi	Kunjungan Silaturahmi Direktur Utama Pelindo 4 dengan Gubernur Sulawesi Selatan The visit of the President Director of Pelindo 4 with the Governor of South Sulawesi
KEMENTERIAN PERHUBUNGAN Ministry of Transportation	Pertemuan Kerja Direktur Utama dengan Kementerian Perhubungan dan Gubernur Sulawesi Selatan President Director's Working Meeting with the Ministry of Transportation and the Governor of South Sulawesi
DPW ALFI ILFA Regional Board of Directors of ALFI / ILFA (Indonesian Logistics & Forwarders Association)	Silaturahmi Maajemen dengan DPW ALFI ILFA Makassar Management Gathering with the Makassar Regional Board of Directors of ALFI / ILFA
PJ WALIKOTA MAKASSAR Acting Mayor of Makassar	Pertemuan Kerja BoD dengan PJ Walikota Makassar di Lingkungan Pelindo 4 BoD Working Meeting with PJ Mayor of Makassar in the Pelindo Environment 4



PEMANGKU KEPENTINGAN STAKEHOLDERS	AKTIVITAS Activity
DPRD MAKASSAR Regional House of Representatives of Makassar	Pertemuan Kerja Direktur Utama dengan Anggota DPRD Makassar di Lingkungan Pelindo 4 Working Meeting of the President Director with Members of the Makassar DPRD in the Pelindo Environment 4
KEJATI SULAWESI SELATAN South Sulawesi Attorney General's Office	Pertemuan Kerja Direktur Utama dengan Kejati Sulawesi Selatan di Lingkungan Pelindo 4 Working Meeting of the President Director with the South Sulawesi Attorney General's Office in Pelindo 4
BUPATI KUTAI KARTANEGARA Regent of Kutai Kartanegara	Pertemuan Kerja Direktur Utama dan Penandatanganan MoU antara Pelindo 4 dengan Bupati Kutai Kartanegara The President Director's Working Meeting and the Signing of the MoU between Pelindo 4 and the Regent of Kutai Kartanegara
PANGKALAN UTAMA TNI ANGKATAN LAUT VI Main Base of the Indonesian Navy VI	Pertemuan Kerja Direktur Utama dengan Lantamal VI di Lingkungan Pelindo 4 President Director's Working Meeting with Lantamal VI in Pelindo 4
DIREKTUR JENDERAL PERHUBUNGAN LAUT Director General of Sea Transportation	Pertemuan Kerja Manajemen dengan Direktur Jenderal Perhubungan Laut di Kantor KSOP Pelabuhan Makassar Management Working Meeting with the Director General of Sea Transportation at the Makassar Port KSOP Office
DPRD KALIMANTAN UTARA Regional House of Representatives of North Kalimantan	Pertemuan Kerja Direktur Utama dengan DPRD Kalimantan Utara di Lingkungan Pelindo 4 Working Meeting of the President Director with the Regional House of Representatives of North Kalimantan in the Pelindo Environment 4
KAPOLDA SULAWESI SELATAN South Sulawesi Police Chief	Pertemuan Kerja Direktur Utama dengan Kapolda Sulawesi Selatan di Lingkungan Pelindo 4 Working Meeting of the President Director with the Head of South Sulawesi Regional Police in the Pelindo Environment 4
KEMENTERIAN PAN RB Ministry of Administrative and Bureaucratic Reform of the Republic of Indonesia	Pertemuan Kerja Direktur Utama dengan Kementerian PAN RB di Lingkungan Pelindo 4 Working Meeting of the President Director with the Ministry of Administrative and Bureaucratic Reform in Pelindo 4
KOMISI VI DPR RI Commission VI of the House of Representatives of the Republic of Indonesia	Pertemuan Kerja Direktur Utama dengan Komisi VI DPR RI Working Meeting of the President Director with Commission VI of the House of Representatives of the Republic of Indonesia
STAF KHUSUS 3 KEMENTERIAN BUMN R.I Special Staff from 3 Ministry of SOEs RI	Pertemuan Kerja Direktur Utama dengan Staf Khusus 3 Kementerian BUMN RI di Lingkungan Pelindo 4 Working Meeting of the President Director with Special Staff 3 Ministry of SOEs of the Republic of Indonesia I in the Pelindo Environment 4

## SATUAN PENGAWASAN INTERN

### Internal Audit Unit



Guna mendukung pelaksanaan tugasnya, SPI telah dilengkapi dengan Piagam audit Internal (Internal audit Charter) sebagai acuan dalam menjalankan fungsi audit internal dan pengawasan.

In order to support the implementation of its duties, SPI has been equipped with an Internal audit Charter as a reference in carrying out the internal audit and supervisory functions.

Dasar hukum pembentukan Satuan Pengawasan Internal (SPI) :

1. Peraturan Menteri Negara BUMN Nomor: PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance*) pada BUMN sebagaimana diubah terakhir melalui Peraturan Menteri BUMN Nomor: PER-09/MBU/2012 tanggal 6 Juli 2012 tentang Perubahan atas Peraturan menteri BUMN Nomor: PER-01/MBU/2011 tentang Penerapan Tata Kelola Perusahaan Yang Baik (*Good Corporate Governance*) Pada BUMN.
2. Surat Sekretaris Kementerian Negara BUMN No S-168/MBU/2008 tanggal 27 Juni 2008 tentang indikator/parameter penilaian dan evaluasi atas penerapan *Good Corporate Governance* yang diperbaharui dengan Keputusan Sekretaris Kementerian BUMN Nomor: SK-16/S.MBU/2012.
3. Anggaran Dasar Perusahaan

The legal basis for the establishment of the Internal Supervisory Unit (SPI):

1. Regulation of the Minister of State for SOEs No. PER-01 / MBU / 2011 dated August 1, 2011 concerning the Implementation of Good Corporate Governance in SOEs as lastly amended through SOEs Ministerial Regulation No. PER-09 / MBU / 2012 dated July 6, 2012 concerning Amendments to Ministerial Regulation of SOEs No. PER-01 / MBU / 2011 concerning the Implementation of Good Corporate Governance in SOEs.
2. Secretary's Letter to the Ministry of SOEs No. S-168 / MBU / 2008 dated June 27, 2008 concerning indicators / parameters of assessment and evaluation of the implementation of Good Corporate Governance which was renewed by the Decree of the Secretary of the Ministry of SOEs Number: SK-16 / S.MBU / 2012.
3. Company's articles of association

## Profil Kepala Satuan Pengawasan Intern

## Profile of the Head of the Internal Audit Unit



**Ir. Enriany Muis, M.M**

Kepala Satuan Pengawasan Intern  
Head of the Internal Audit Unit

SPI Pelindo IV dipimpin oleh Kepala Satuan Pengawas Intern (SPI) Executive Vice President of Internal Audit yang saat ini dijabat oleh Ir Enriany Muis, MM, ditunjuk berdasarkan SK.355/KP.304/DUT-2019 tanggal 15 Maret 2019. Lahir di Sengkang pada tanggal 9 November 1968. Menyelesaikan Pendidikan Sarjana Teknik Sipil dari Universitas Hasanuddin tahun 1993, serta S2 Magister Manajemen dari Universitas Hasanuddin tahun 2014. Jabatan yang pernah diemban yaitu Asisten Senior Manager Sigi dan Rekayasa (2002), Asisten Senior Manager Bina Konstruksi (2004), Asisten Senior Manager Pemeliharaan Bangunan (2004), General Manager (2007-2010), Senior Manager Pemeliharaan Fasilitas Pelabuhan (2010-2012), Senior Manager Pemeliharaan Bangunan Pelabuhan (2012-2014), Senior Manajer Lingkungan Hidup dan Fasilitas Penunjang (2014-2016), Kepala Biro Logistik (2016-2017), Senior Vice President of Port Engineering, Planning and Business Development (2017-2018), Plh. Executive Vice President of Internal Audit (2018).

SPI Pelindo IV is led by the Head of the Internal Supervisory Unit (SPI) Executive Vice President of Internal Audit which is currently held by Ir Enriany Muis, MM based on SK. 355 / KP.304 / DUT-2019 dated March 15, 2019. Born in Sengkang on November 9, 1968. Completed his Bachelor of Civil Engineering Education from Hasanuddin University in 1993, as well as a Masters in Management from Hasanuddin University in 2014.

The positions that have been held are Assistant Senior Manager for Sigi and Engineering (2002), Assistant Senior Manager for Construction (2004), Assistant Senior Manager for Building Maintenance (2004), General Manager (2007-2010), Senior Manager for Port Facilities Maintenance (2010-2012), Senior Manager of Port Building Maintenance (2012-2014), Senior Manager of Environment and Supporting Facilities (2014-2016), Head of Logistics Bureau (2016-2017), Senior Vice President of Port Engineering, Planning and Business Development (2017-2018), Acting Executive Vice President of Internal Audit (2018)

## Pengangkatan dan Pemberhentian Kepala Satuan Pengawasan Intern

Satuan Pengawasan Intern dipimpin oleh seorang Kepala Satuan Pengawasan Internal yang diangkat dan diberhentikan oleh Direktur utama atas persetujuan Dewan Komisaris. Sebagaimana diatur dalam Pedoman Internal audit, SPI merupakan unit yang independen terhadap unit-unit yang lain dan secara langsung bertanggung jawab kepada Direktur utama.

## Appointment and Dismissal of the Head of the Internal Audit Unit

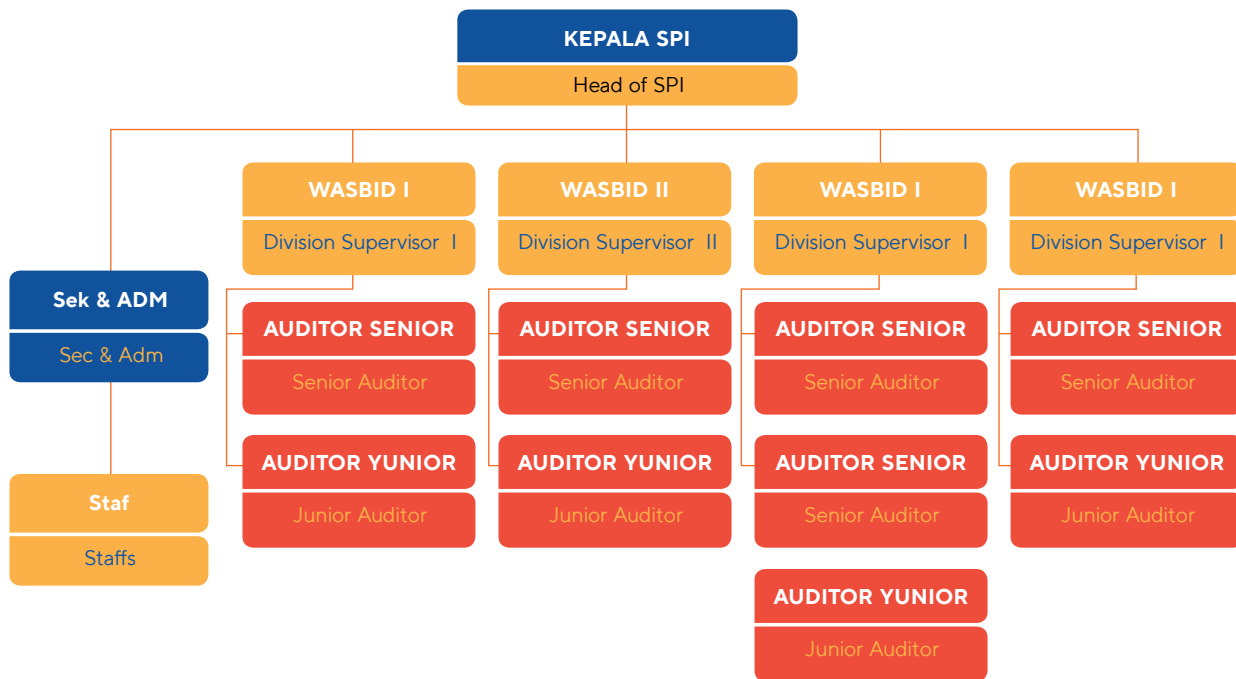
The Internal Audit Unit is led by a Head of the Internal Audit Unit who is appointed and dismissed by the President Director with the approval of the Board of Commissioners. As stipulated in the Internal Audit Guidelines, SPI is a unit that is independent from other units and is directly responsible to the President Director.

## Struktur Organisasi Satuan Pengawasan Intern

Untuk mendukung kinerjanya, Satuan Pengawasan Intern Perusahaan pada tahun 2020 memiliki 17 personel terdiri atas jabatan Kepala SPI, Pengawas Bidang, auditor Senior, auditor junior, Sekretaris dan administrasi, serta staf.

## Organizational Structure of the Internal Audit Unit

2020 has 17 personnel with the positions of Head of SPI, Field Supervisor, Senior auditor, junior auditor, Secretary and administration, and staff.



## Jumlah Personil dan Kompetensi Unit Internal Audit

Perseroan senantiasa melakukan program peningkatan kompetensi personil Internal audit dengan melakukan program pengembangan kompetensi auditor secara sistematis dan berjenjang. Secara umum kebijakan pengembangan kompetensi pada tahun 2020 ditempuh dengan 2 (dua) cara, yaitu:

1. Pengembangan kompetensi pada lembaga eksternal
2. Pengembangan kompetensi secara internal.

Pengembangan kompetensi pada lembaga eksternal dilakukan secara formal dalam bentuk kursus atau seminar/lokakarya yang berkaitan dengan masalah audit baik yang dilaksanakan oleh Perusahaan maupun lembaga pendidikan eksternal lainnya.

## Number of Personnel and Competence of Internal Audit Unit

The Company continues to carry out competency improvement programs for internal audit personnel by implementing a systematic and tiered auditor competency development program. In general, the competency development policy in 2020 is pursued in 2 (two) ways, namely:

1. Competence development in external institutions
2. Internal competency development.

Competency development in external institutions is carried out formally in the form of courses or seminars / workshops related to audit issues, both those carried out by the Company and other external educational institutions.

No	Nama Name	Jabatan Position	Diklat	Lembaga Institution	Training and Development
1	Enriany Muis	Kepala SPI Head of SPI	<ul style="list-style-type: none"> <li>• Khusus Ka. SPI</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukuhan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Especially for Ka. SPI</li> <li>• Operational Audit</li> <li>• Management of audit tasks</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
2	Junaedi Abdullah	Pengawas Bidang I Field Supervisor I	<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukuhan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA.</li> </ul>
3	Ichdinas Effendy	Pengawas Bidang II Field Supervisor II	<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukuhan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit basics</li> <li>• Operational audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
4	Dwi Indra	Pengawas Bidang III Field Supervisor III	<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukuhan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
5	Kusnadi Yunus	Pengawas Bidang IV Field Supervisor IV	<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukuhan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
6	Nurbaya	(Sekretaris & Adm) (Secretary & Adm)	<ul style="list-style-type: none"> <li>• Audit Dasar I</li> <li>• Audit Dasar II</li> <li>• Lanjutan I</li> <li>• Lanjutan II</li> <li>• Manajerial</li> </ul>	YPIA	<ul style="list-style-type: none"> <li>• Basic Audit I</li> <li>• Basic Audit II</li> <li>• Continued I.</li> <li>• Continued II</li> <li>• Managerial</li> </ul>



No	Nama Name	Jabatan Position	Diklat	Lembaga Institution	Training and Development
7	Muh. Mansyur (Auditor Senior)		<ul style="list-style-type: none"> <li>• Pengukenan QIA</li> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukenan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
8	Nurhaniyansyah (Auditor Senior)		<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukenan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
9	Rio Y. S. Baan (Auditor Senior)		<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukenan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
10	Rahmatia (Auditor Senior)		<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukenan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
11	Hasanuddin (Auditor Senior)		<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukenan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
12	Afif Cahyani (Auditor Senior)		<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukenan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>

No	Nama Name	Jabatan Position	Diklat	Lembaga Institution	Training and Development
13	Irfan Fihari (Auditor Junior)		<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukuhan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
14	Nur Gunawan G (Auditor Junior)		<ul style="list-style-type: none"> <li>• Dasar-Dasar Audit</li> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> <li>• Komunikasi dan Psikologi Audit</li> <li>• Seminar dan Pengukuhan PIA</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Audit Basics</li> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> <li>• Communication and Audit Psychology</li> <li>• Seminar and Inauguration of PIA</li> </ul>
15	Emiel Bachtiar (Auditor Senior)		<ul style="list-style-type: none"> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> </ul>
16	Resty (Auditor Junior)		<ul style="list-style-type: none"> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> </ul>
17	Jahrudin (Auditor Junior)		<ul style="list-style-type: none"> <li>• Audit Operasional</li> <li>• Pengelolaan Tugas-Tugas Audit</li> <li>• Audit Kecurangan (Fraud Audit)</li> </ul>	PPA&K	<ul style="list-style-type: none"> <li>• Operational Audit</li> <li>• Management of Audit Duties</li> <li>• Fraud Audit</li> </ul>

## SERTIFIKASI PEGAWAI SPI

## SPI EMPLOYEE CERTIFICATION

No	Nama Name	Jabatan	Sertifikasi Certification	Lembaga Institution	Position
1	Ir. Enriany Muis, M.M.	Kepala Satuan Pengawasan Intern	PIA	PPA&K	Head of Internal Audit Unit
2	Junaedi Abdullah, ST.	Pengawas Bidang I	PIA	PPA&K	Supervisor of Field I
3	Ichdinas Effendy, SE	PEngawas Bidang II	PIA	PPA&K	Supervisor of Field II
4	Dwi Indra SE	Pengawas Bidang III	PIA	PPA&K	Supervisor of Field III
5	Kusnadi Yunus, S.E. M.M	Pengawas Bidang IV	PIA	PPA&K	Supervisor of Field IV
6	Nurbaya, SP	Sekretaris dan Administrasi SPI	QIA	YPIA	SPI Secretary & Administration of SPI
7	Rio Yulanno S. Ba'an, SE.M.M	Senior Auditor	PIA	PPA&K	Senior Auditor
8	M. Mansyur, S.Kom. M.M	Senior Auditor			Senior Auditor
9	Nurhaniyansyah, ST	Junior Deputy Shief Specialist of Internal Audit	PIA	PPA&K	Junior Deputy Chief Specialist Of Internal Audit
10	Rahmatia, SE	Senior Specialist of Internal Audit	PIA	PPA&K	Senior Specialist of Internal Audit

No	Nama Name	Jabatan	Sertifikasi Certification	Lembaga Institution	Position
11	Hasanuddin,A.Md	Senior Auditor	PIA	PPA&K	Senior Auditor
12	Irfan Fohari,S.T	Auditor Yunior	PIA	PPA&K	Junior Auditor
13	Adid Cahyani, S.Si	Specialist of Internal Audit	PIA	PPA&K	Specialist of Internal Audit
14	Nur Gunawang, A.Md	Auditor Yunior	PIA	PPA&K	Junior Auditor

## Pedoman Kerja Satuan Pengawasan Intern

Guna mendukung pelaksanaan tugasnya, SPI telah dilengkapi dengan Piagam audit Internal (*Internal audit Charter*) sebagai acuan dalam menjalankan fungsi audit internal dan pengawasan. Piagam audit Internal tersebut ditetapkan oleh Komisaris utama dan Direktur utama dan telah dikaji secara rutin sesuai dengan perkembangan Perseroan. Perubahan terakhir ditetapkan melalui Keputusan Bersama Komisaris dan Direksi PT Pelindo IV (Persero) No.KEP-5/KPI.IV/2007 dan No. SK36/PS.306/DT- 2007 tanggal 21 agustus 2007 yang ditandatangani oleh Komisaris utama dan Direktur utama.

Piagam audit Internal Perusahaan antara lain memuat ketentuan umum terkait SPI, kedudukan, tugas pokok, wewenang, prinsip dasar, hubungan dengan pihak lain, sasaran dan objek audit internal serta ketentuan pelaksanaan audit internal dan kode etik yang harus dipatuhi.

Secara garis besar, Internal audit Charter memuat:

1. Definisi Satuan Pengawasan Intern
2. Struktur dan Kedudukan Satuan Pengawasan Intern
3. Peran dan Fungsi Satuan Pengawasan Intern
4. Wewenang Satuan Pengawasan Intern
5. Kode Etik auditor Satuan Pengawasan Intern
6. Persyaratan auditor Satuan Pengawasan Intern
7. Pertanggungjawaban Satuan Pengawasan Intern
8. Larangan Perangkapan Tugas.

## Tugas, Fungsi, dan Wewenang SPI

Satuan Pengawasan Intern dipimpin oleh Kepala Satuan Pengawasan Intern dan dalam melaksanakan tugasnya bertanggung jawab kepada Direktur Utama. Satuan Pengawasan Intern mempunyai fungsi pelaksanaan pengawasan, pembinaan, dan konsultasi melalui audit terhadap semua unit kerja untuk mengadakan penilaian atas sistem pengendalian dan pengelolaan manajemen serta memberikan rekomendasi perbaikan.

## Internal Audit Unit Work Guidelines

In order to support the implementation of its duties, SPI has been equipped with an Internal audit Charter as a reference for internal audit and supervisory functions. The Internal Audit Charter is stipulated by the President Commissioner and the President Director and has been regularly reviewed in accordance with the development of the Company. The latest amendment was determined through the Joint Decree of the Commissioners and Directors of PT Pelindo IV (Persero) No. KEP-5 / KPI.IV / 2007 and No. SK36 / PS.306 / DT- 2007 dated 21 August 2007 signed by the President Commissioner and the President Director.

The Company's Internal Audit Charter contains, among other things, general provisions related to SPI, position, main duties, authority, basic principles, relationships with other parties, objectives and objects of internal audit as well as provisions on the implementation of internal audit and a code of ethics that must be upheld.

Broadly speaking, the Internal Audit Charter contains:

1. Definition of Internal Audit Unit
2. Structure and Position of Internal Audit Unit
3. Role and Function of Internal Audit Unit
4. Authority of the Internal Audit Unit
5. Code of Ethics for Internal Audit Unit auditors
6. Requirements for Internal Audit Unit auditors
7. Accountability of the Internal Audit Unit
8. Prohibition of Multiple Duties.

## Duties, Functions and Authorities of the SPI

The Internal Audit Unit is led by the Head of the Internal Audit Unit and in carrying out its duties is responsible to the President Director. The Internal Audit Unit has the function of implementing supervision, guidance and consultancy through audits of all work units to assess the control and management management system and provide recommendations for improvements.

Untuk menyelenggarakan fungsi, Satuan Pengawasan Intern mempunyai tugas:

1. Melaksanakan pengawasan terhadap aktivitas Perseroan baik melalui pengamatan maupun audit pemeriksaan terhadap pengelolaan keuangan, operasi dan teknik, sumber daya manusia, umum, serta komersial dan pengembangan usaha pada seluruh unit kerja Perseroan;
2. Melakukan *review* terhadap hasil pengawasan pelaksanaan pengendalian internal dan pelaksanaan audit internal serta memberikan jasa konsultasi dan rekomendasi;
3. Pengawasan terhadap penerapan *Good Corporate Governance* (GCG) yang berlandaskan prinsip-prinsip transparansi, kemandirian, akuntabilitas pertanggungjawaban dan kewajaran di lingkungan Perseroan;
4. Memberikan dukungan dan masukan untuk audit sistem manajemen mutu, *Health Safety Environment*, dan risiko.

### Wewenang SPI

1. Memeriksa dan menilai seluruh data dan informasi;
2. Memantau dan mengkoordinasikan tindak lanjut manajemen terhadap laporan hasil audit Internal, maupun hasil audit dari auditor eksternal;
3. Menetapkan pendekatan, metode, teknik, cara, ruang lingkup dan kedalaman audit berdasarkan Pedoman audit Internal.
4. Melakukan evaluasi, memfasilitasi dan memberikan konsultasi terhadap pelaksanaan Sistem Pengendalian Intern di masing-masing unit Kerja.

### Program Kerja SPI 2020

Program kerja SPI didasarkan pada Program Kerja Audit Tahunan (PKAT) yang telah disetujui oleh Direktur Utama. PKAT ini mencakup seluruh Unit Kerja Perusahaan dan entitas Anak Perusahaan. Kegiatan audit meliputi mereview bisnis proses yang ada beserta risiko yang terkandung serta penyebabnya untuk memastikan aspek kepatuhan kepada kebijakan, hukum dan peraturan. Mereview pengamanan dan pemanfaatan aktiva, menilai efisiensi penggunaan sumber daya, dalam hal ini kemampuan untuk meminimalisir kerugian dan pemborosan dalam menghasilkan suatu *output* dan mereview pelaksanaan operasional telah sesuai dengan standar.

In carrying out its functions, the Internal Audit Unit has the following duties:

1. Supervise the Company's activities through observation and audit of financial management, operations and engineering, human resources, general and commercial and business development in all work units of the Company;
2. Reviewing the results of supervision of the implementation of internal control and the implementation of internal audits as well as providing consulting services and recommendations;
3. Supervise the implementation of Good Corporate Governance (GCG) which is based on the principles of transparency, independence, accountability, responsibility and fairness within the Company;
4. Provide support and input for audits of quality management systems, Health Safety Environment, and risks.

### SPI Authority

1. Check and assess all data and information;
2. Monitor and coordinate management's follow-up on reports of internal audit results, as well as audit results from external auditors;
3. Determine the approach, method, technique, method, scope and depth of the audit based on the Internal Audit Guidelines.
4. Evaluating, facilitating and providing consultation on the implementation of the Internal Control System in each work unit.

### SPI Work Program 2020

The SPI work program is based on the Annual Audit Work Program (PKAT) which has been approved by the President Director. This PKAT covers all Company Work Units and Subsidiaries. Audit activities include reviewing existing business processes and their inherent risks and causes to ensure compliance with policies, laws and regulations. Reviewing the security and utilization of assets, assessing the efficiency of resource use, in this case the ability to minimize losses and waste in producing an output and reviewing the standardization of operational implementation.

Kegiatan SPI dilakukan sesuai dengan standar dengan memperhatikan setiap risiko dikenali dan dikelola secara tepat, pengendalian internal dilaksanakan secara efektif; segala kebijakan, prosedur dan peraturan ditaati; serta setiap kecurangan telah diantisipasi, diidentifikasi, diinvestigasi, dan diatasi. Hasil Audit Internal yang berupa rekomendasi untuk perbaikan dilaporkan secara periodik kepada pihak manajemen dan Komite Audit dan implementasinya di-*monitor* secara berkesinambungan.

SPI activities are carried out according to standards by taking into account every risk identified and managed appropriately, internal control is implemented effectively; all policies, procedures and regulations are obeyed; and any fraud has been anticipated, identified, investigated and resolved. The results of the Internal Audit are recommendations for improvement which are reported periodically to the management and the Audit Committee and their implementation is monitored on an ongoing basis.

Program kegiatan yang akan dilaksanakan pada Program Kerja Audit Tahunan (PKAT) tahun 2020, yaitu :

Programs to be implemented in the 2020 Annual Audit Work Program (PKAT) are:

No	Aktivitas Utama Main Activity	Action Plan	Action Plan
1	<p>a. Menjadi partnership manajemen dalam mengendalikan operasional perusahaan a. Become a management partner in controlling the company's operations.</p> <p>b. Pelaksanaan pemantauan tindak lanjut b. Implementation of follow-up monitoring.</p>	<p>a. Melaksanakan pre/current audit terhadap pekerjaan pengadaan barang dan jasa</p> <p>b. Melakukan pemantauan langsung dan memberikan rekomendasi</p> <p>c. Melaksanakan konsultasi dengan unit kerja/cabang untuk mencegah/meminimalasi penyimpangan terhadap ketentuan yang berlaku</p>	<p>a. Carry out pre / current audits on the procurement of goods and services.</p> <p>b. Conduct direct monitoring and provide recommendations.</p> <p>c. Consult with work-branch units to prevent / minimize deviations from applicable regulations.</p>
2	<p>Melakukan evaluasi/reviu terhadap aturan yang sudah tidak relevan dengan perkembangan perusahaan dan terhadap proses pengadaan barang dan jasa Evaluating and reviewing regulations that are no longer relevant to company development and the procurement of goods and services.</p>	<p>a. Melakukan evaluasi terhadap regulasi pemerintah yang memberi dampak terhadap kegiatan operasional perusahaan</p> <p>b. Melakukan evaluasi terhadap peraturan-peraturan Direksi yang masih diberlakukan</p> <p>c. Memastikan semua kegiatan telah mengacu terhadap ketentuan Direksi</p> <p>d. Melakukan reviu terhadap proses pengadaan barang dan jasa berdasarkan permintaan unit fungsional terkait</p>	<p>a. Evaluating government regulations that have an impact on company operations.</p> <p>b. Evaluating the regulations of the directors that apply.</p> <p>c. Ensure that all activities comply with the provisions of the board of directors.</p> <p>d. Review the process of procuring goods and services based on the request of the related functional unit.</p>
3	<p>Melaksanakan transformasi SPI Carry out the SPI transformation.</p>	<p>Menerapkan Audit Berbasis Risiko pada Cabang-cabang secara bertahap</p>	<p>Implementing risk-based audits at branches in stages.</p>



No	Aktivitas Utama Main Activity	Action Plan	Action Plan
4	<p>a. Peningkatan KOMPETENSI SDM SPI melalui Diklat</p> <p>a. Increasing the competence of SPI's human resources through training.</p> <p>b. Pembinaan teknis pemeriksaan</p> <p>b. Technical inspection guidance.</p>	<p>a. Mengikuti Pendidikan penjejaran SPI baik yang diselenggarakan oleh Lembaga Sertifikasi Nasional</p> <p>b. Mengikuti seminar, workshop baik yang diselenggarakan baik oleh Pemerintah maupun Lembaga Pendidikan Audit</p> <p>c. Mengikuti rakortas SPI Pelindo I, II, III, dan IV yang diselenggarakan oleh SEKTAP</p> <p>a. Melakukan coaching masing-masing bidang</p>	<p>a. Participating in SPI ranking training, including those organized by national certification bodies.</p> <p>b. Attending seminars and workshops, both organized by the government and auditing educational institutions.</p> <p>c. Involved in the Limited Coordination Meeting of SPI Pelindo I, II, III, and IV organized by SEKTAP.</p> <p>a. Conduct coaching for each field.</p>

## Laporan Pelaksanaan Kegiatan Satuan Pengawasan Intern Tahun 2020

Kegiatan pelaksanaan pengawasan yang telah dilakukan oleh SPI, baik Audit Operasional, Audit Manajemen, maupun Pre, Current dan Post Audit, serta pemberian jasa konsultasi, antara lain adalah sebagai berikut :

## 2020 Internal Audit Unit Activity Implementation Report

The implementation of supervision activities that have been carried out by SPI, ranging from Operational Audit, Management Audit, and Pre, Current and Post Audit, as well as providing consulting services, are as follows:

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
1	PENINGKATAN KAPASITAS TERPASANG INSTALLED CAPACITY INCREASE	<p>a. Melaksanakan pre/current audit terhadap pekerjaan pengadaan barang dan jasa</p> <p>a. Carry out pre/current audits on the work of procurement of goods and services</p>	<p>a. Tanggal 20 Januari 2020 dilakukan pemeriksaan/supervise pekerjaan perbaikan CY belakang kantor dengan konstruksi paving block dan pembuatan jalur RTG di Cabang Pantoloan</p> <p>b. Tanggal 30 Januari 2020 dilakukan pemeriksaan fisik 100% dan pengujian tanah dengan menggunakan alat DPC, pekerjaan pembuatan dermaga LCT di Cabang Tarakan</p> <p>c. Tanggal 10 September 2020 dilakukan pemeriksaan talud reklamasi dan lapangan petikemas lokasi kolam II di Pelabuhan Ternate</p> <p>a. On January 20, 2020, an inspection/supervision of the CY repair work behind the office was carried out with paving block construction and the construction of the RTG line at the Pantoloan Branch</p> <p>b. On January 30, 2020, 100% physical inspection and soil testing were carried out using the DPC tool, LCT dock construction work at the Tarakan Branch</p> <p>c. On September 10, 2020, an inspection of the reclamation channel and the container field for the location of pond II at the Port of Ternate was carried out</p>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
	<p>b. Melakukan pemantauan langsung dan memeberikan rekomendasi</p> <p>b. Carry out direct monitoring and provide recommendations</p>	<p>a. Melakukan pemantauan langsung dan memeberikan rekomendasi</p> <p>b. Carry out direct monitoring and provide recommendations</p>	<p>a. Telah dilakukan pemautauan langsung terhadap tindak lanjut temuan audit tahun sebelumnya, yang dilakukan oleh tim audit, setiap melakukan audit pada Cabang Gorontalo, Manado, Bitung dan Terminal Petikemas Bitung, Balikpapan, Samarinda, Sangatta, Tanjung Redeb, Bontang, Kendari, Parepare, Ternate, Biak, Monokwari, Pantolan Toliyoli, Nunukan, Tarakan, Ambon, Jayapura, Merauke, PTKKT, PT NTS, PT EII dan MNP</p> <p>b. Telah melakukan pemantauan atas temuan BPK</p> <p>a. Direct monitoring has been carried out on the follow-up to the previous year's audit findings, carried out by the audit team, each auditing the Gorontalo, Manado, Bitung and Bitung Container Terminals, Balikpapan, Samarinda, Sangatta, Tanjung Redeb, Bontang, Kendari, Parepare, Ternate, Biak, Monokwari, Pantolan Toliyoli, Nunukan, Tarakan, Ambon, Jayapura, Merauke, PTKKT, PT NTS, PT EII and MNP</p> <p>b. Has monitored the findings of BPK</p>
	<p>c. Melaksanakan konsultasi dengan unit kerja/ cabang untuk mencegah/ meminimalisasi penyimpangan terhadap ketentuan yang berlaku</p> <p>c. Carry out consultations with work units/branches to prevent/ minimize deviations from applicable regulations</p>	<p>c. Melaksanakan konsultasi dengan unit kerja/ cabang untuk mencegah/ meminimalisasi penyimpangan terhadap ketentuan yang berlaku</p> <p>c. Carry out consultations with work units/branches to prevent/ minimize deviations from applicable regulations</p>	<p>Cabang Gorontalo</p> <p>a. Melakukan briefing dengan Manager dan Staf terkait adanya inefisiensi biaya pada pekerjaan investasi serta kelengkapan administrasi pekerjaan investasi dan pemeliharaan sesuai dengan PD 07 Tahun 2019.</p> <p>b. Melakukan bimbingan/konsultasi kepada Manager keuangan terkait proses penyusunan anggaran harus mengikuti petunjuk kebijakan RKAP yang dibuat oleh kantor Pusat.</p> <p>c. Melakukan bimbingan kepada Manager Keuangan terkait realisasi biaya yang melampaui anggaran dapat meminta pelampauan anggaran dengan melampirkan surat pelampauan anggaran ke Direksi untuk persetujuan sehingga tidak menggunakan anggaran biaya yang lain.</p> <p>d. Memberika arahantentang tata cara penomoran inventaris perlengkapan kantor dan rumah dinas sesuai dengan ketentuan yang berlaku.</p> <p>e. Melakukan briefing tentang membudayakan penggunaan APD bagi operator alat bongkar muat dan penyediaan rambu-rambu Kesehatan dan keselamatan (K3) di area Pelabuhan Gorontalo kepada Manager dan staf bidang SDM dan Umum.</p>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<p>Corontalo Branch</p> <ol style="list-style-type: none"> <li>Conducting briefings with Managers and Staff regarding cost inefficiencies in investment work as well as administrative completeness of investment and maintenance work in accordance with PD 07 of 2019.</li> <li>Guidance/consultation to the finance manager regarding the budget preparation process must follow the RKAP policy instructions made by the Head Office.</li> <li>Provide guidance to the Finance Manager regarding the realization of costs that exceed the budget can request a budget exceedance by attaching a budget exceedance letter to the Board of Directors for approval so that it does not use other budgets.</li> <li>Provide directions on the procedures for numbering the inventory of office equipment and official residences in accordance with applicable regulations.</li> <li>Conducting briefings on cultivating the use of PPE for loading and unloading equipment operators and providing Health and safety (K3) signs in the Gorontalo Port area to Managers and staff in the HR and General sector.</li> </ol> <hr/> <p>Cabang Manado:</p> <ol style="list-style-type: none"> <li>Melakukan briefing dengan Manager Operasi dan Teknik beserta Staf terkait kelengkapan administrasi dan proses pekerjaan investasi dan pemeliharaan sesuai dengan PD 07 Tahun 2019, termasuk bagaimana menjaga dan menggunakan anggaran pemeliharaan fasilitas Pelabuhan agar efektif, efisien dan tepat sasaran tanpa mengganggu performance cabang.</li> <li>Memberikan arahan dan simulasi tentang penomoran inventaris perlengkapan kantor dan rumah dinas sesuai dengan ketentuan yang berlaku</li> <li>Melakukan sosialisasi tentang pelaksanaan cuti pegawai sesuai Keputusan Direksi Nomor KD 28 Tahun 2030 kepada Manager dan Staf SDM dan Umum Cabang Manado</li> </ol> <p>Manado Branch:</p> <ol style="list-style-type: none"> <li>Conducting briefings with Operations and Engineering Managers and staff regarding administrative completeness and investment and maintenance work processes in accordance with PD 07 of 2019, including how to maintain and use the Port facility maintenance budget to be effective, efficient and on target without disrupting branch performance.</li> <li>Provide directions and simulations on numbering inventory of office supplies and official residences in accordance with applicable regulations</li> <li>Conducting socialization regarding the implementation of employee leave in accordance with the Decree of the Board of Directors Number KD 28 of 2030 to Managers and HR and General Staff of the Manado Branch</li> </ol>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<p>Terminal Petikemas Bitung</p> <ol style="list-style-type: none"> <li>a. Melakukan briefing dengan Manager Teknik dan Staf Teknik terkait adanya efisiensi biaya pada pekerjaan investasi, termasuk kepada Pelaksana Pekerjaan agar melakukan koordinasi yang intensif dengan Pihak Pemberi Pekerjaan serta melakukan percepatan penyelesaian khususnya pekerjaan alat RTG yang belum dapat dioperasikan sebagaimana mestinya dan Pihak Cabang agar menyurat ke Kantor Pusat untuk penyelesaiannya.</li> <li>b. Terkait ijin stasiun radio, memberikan pemahaman kepada Manager dan Supervisor tentang arti pentingnya legalitas penggunaan spektrum radio beserta ancaman yang diterima apabila.</li> <li>c. Terhadap ketersediaan alat bongkar muat serta ketidaksesuaian alat yang diterima dengan kebutuhan/usulan cabang yang mengakibatkan tidak optimalnya pemanfaatan alat tersebut, auditor menyarankan untuk membuat surat ke Kantor Pusat disertai evaluasi terhadap kelayakan alat tersebut.</li> <li>d. Mengingat cabang agar semua proses pengadaan perangkat IT dilaksanakan sesuai aturan PD yang berlaku.</li> <li>e. Proses permintaan back up data pada server Kantor Pusat untuk meminimalisir risiko.</li> <li>f. Melakukan sharing session tentang review struktur organisasi dan nomenklatur jabatan pegawai Terminal Petikemas Bitung kepada Manager dan staf SDM dan Umum Cabang TPB.</li> <li>g. Melakukan sosialisasi tentang petunjuk pelaksanaan Cuti Pegawai sesuai keputusan Direksi Nomor KD 28 Tahun 2020 kepada Manager dan staf SDM dan Umum TPB.</li> <li>h. Melakukan briefing tentang pentingnya penggunaan APD operator alat bongkar muat dan penyediaan rambu-rambu Kesehatan dan keselamatan (K3) di area Terminal Petikemas.</li> <li>i. Melakukan briefing tentang efektifitas dan efisiensi pemakaian bahan bakar minyak kendaraan dinas untuk kegiatan operasional berdasarkan ketentuan yang berlaku.</li> </ol>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<p>Bitung Container Terminal</p> <ol style="list-style-type: none"> <li>a. Conducting briefings with the Technical Manager and Technical Staff regarding the existence of cost efficiency in investment work, including to the Job Implementers in order to carry out intensive coordination with the Employer Party and accelerate the completion, especially the work of RTG equipment that cannot be operated properly and the Branch Party to write to the Office Center for the solution.</li> <li>b. Regarding radio station licenses, provide understanding to Managers and Supervisors about the importance of the legality of using radio spectrum and the threats they will receive if.</li> <li>c. Regarding the availability of loading and unloading equipment and the discrepancy of the equipment received with the needs/ proposals of the branch which resulted in the non-optimal use of the equipment, the auditor suggested to write a letter to the Head Office accompanied by an evaluation of the feasibility of the equipment.</li> <li>d. Considering the branch that all IT equipment procurement processes are carried out according to the applicable PD rules.</li> <li>e. Process data backup requests on the Head Office server to minimize risk.</li> <li>f. Conduct a sharing session on reviewing the organizational structure and nomenclature of Bitung Container Terminal employees to the Manager and HR and General Staff of the TPB Branch.</li> <li>g. Conducting socialization regarding the instructions for implementing Employee Leave according to the decision of the Board of Directors Number KD 28 of 2020 to Managers and HR and General TPB staff.</li> <li>h. Conduct a briefing on the importance of using PPE for loading and unloading equipment operators and providing Health and Safety (K3) signs in the Container Terminal area.</li> <li>i. Conduct a briefing on the effectiveness and efficiency of the use of fuel oil for official vehicles for operational activities based on applicable regulations.</li> </ol>



No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<p>Cabang Bitung:</p> <ol style="list-style-type: none"> <li>Melakukan briefing dengan Manager Teknik, Asman dan Supervisor terkait cara penentuan HPS/OE suatu pekerjaan investasi maupun pemeliharaan yang harus dari sumber yang bisa dipertanggungjawabkan, melakukan perhitungan biaya pekerjaan (RAB) dengan hati-hati khususnya yang anggarannya cukup besar taat pada prosedur dan metode kerja termasuk kelengkapan administrasi pekerjaan investasi dan pemeliharaan harus sesuai dengan PD 07 Tahun 2019, termasuk bagaimana menjaga fasilitas pelabuhan agar selalu siap digunakan untuk mendukung kelancaran dan operasional Pelabuhan Bitung.</li> <li>Proses verifikasi pembayaran dilengkai dengan attachment document di aplikasi SAP</li> <li>Setiap pekerjaan yang selesai, dilakukan proses GR (Good Receipt) untuk dilakukan pembayaran</li> <li>Pelampauan anggaran boleh dilakukan dengan melampirkan surat pelampauan anggaran ke Direksi untuk persetujuan</li> <li>Pembukuan persediaan segera dilakukan setelah ada bukti pengeluaran/penerimaan barang</li> <li>Pengembalian utip ke pengguna jasa dilakukan dengan catatan pengguna jasa tersebut tidak mempunyai saldo piutang usaha dilengkapi dengan surat resmi dari perusahaan dilengkapi dengan</li> <li>Melakukan sosialisasi Internal Charter SPI dan Fraud Control kepada pejabat dan pegawai di lingkungan Cabang Bitung</li> <li>Melakukan sosialisasi tentang pelaksanaan penegakan dan penerapan sanksi terhadap pelanggaran pelanggaran jam kerja kantor kepada Manager dan staf SDM dan Umum Cabang Bitung.</li> <li>Melakukan briefing tentang pelaksanaan dan pengelolaan kendaran dinas jabatan dan operasional di lingkungan cabang kepada Manager dan staf SDM dan Umum Cabang bitung.</li> </ol> <p>Cabang Samarinda:</p> <ol style="list-style-type: none"> <li>Memberikan konsultasi kepada Manager PBAU dan TUKS tentang pemahaman terkait kegiatan persewaan alat mekanik</li> <li>Memberikan pemahaman kepada Manager Pelkap dan pandu tentang pentingnya legalitas dalam bekerja</li> <li>Melakukan briefing dengan Manager dan Staf terkait adanya inefisiensi dan kemahalan biaya pada pekerjaan investasi serta ketidaklengkapan administrasi pekerjaan investasi</li> </ol>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<p>d. Melakukan briefing dengan Manager dan staf terkait adanya pembatalan nota tagihan dan dampak dari pembatalan tersebut terhadap kelebihan bayar pajak pertambahan nilai dan PPh badan perusahaan sesuai dengan PD 11 Tahun 2008</p> <p>e. Melakukan bimbingan/konsultasi kepada Manager Keuangan terkait proses pengendalian anggaran tahun 2019/2020 untuk mengikuti petunjuk kebijakan RKAP yang dibuat oleh kantor Pusat.</p> <p>f. Melakukan bimbingan kepada Manager Keuangan terkait untuk lebih selektif lagi terhadap transaksi JKK dan memaksimalkan fungsi verifikasi.</p> <p>Samarinda Branch:</p> <p>a. Provide consultation to PBAU and TUKS Managers regarding understanding related to mechanical equipment rental activities</p> <p>b. Provide understanding to the Pelkap Manager and guide about the importance of legality in work</p> <p>c. Conducting briefings with Managers and Staff regarding the existence of inefficiencies and expensive costs in investment work as well as incomplete administration of investment work</p> <p>d. Conduct a briefing with the Manager and staff regarding the cancellation of the invoice and the impact of the cancellation on the overpayment of value added tax and corporate income tax in accordance with PD 11 of 2008</p> <p>e. Provide guidance/consultation to the Finance Manager regarding the 2019/2020 budget control process to follow the RKAP policy instructions made by the Head Office.</p> <p>f. Provide guidance to related Finance Managers to be even more selective with JKK transactions and maximize the verification function.</p> <p>Cabang Bontang</p> <p>a. Melakukan sosialisasi fungsi SPI, Fraud dan gratifikasi kepada pejabat dan pegawai di lingkungan cabang Sangatta</p> <p>b. Memberi petunjuk terhadap pengamanan barang inventaris kantor dan rumah dinas</p> <p>c. Memberi arahan terkait nota batal dan dampaknya terhadap laporan keuangan</p> <p>d. Memberikan pemahaman operasional pelayanan pemanduan kepada manager Pelayanan Kapal</p> <p>e. Perjanjian kerja sama yang telah habis masa berlakunya agar diperpanjang</p> <p>f. Melakukan briefing dengan manager Keuangan dan Staf terkait konfirmasi piutang ke anak perusahaan Perusda Kota Bontang yang piutangnya semakin tinggi dan tidak adanya perubahan saldo piutang</p>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<p>Bontang Branch</p> <ol style="list-style-type: none"> <li>Socializing the function of SPI, Fraud and gratuities to officials and employees in the Sangatta branch environment</li> <li>Provide instructions on securing office and home office inventory items</li> <li>Provide direction regarding canceled notes and their impact on financial statements</li> <li>Provide operational understanding of pilotage services to the Ship Service manager</li> <li>The cooperation agreement that has expired must be extended</li> <li>Conducted a briefing with the Finance manager and staff regarding the confirmation of receivables to a subsidiary of Perusda Kota Bontang whose receivables were getting higher and there was no change in the balance of receivables.</li> </ol> <p>Cabang Sangatta</p> <ol style="list-style-type: none"> <li>Melakukan sosialisasi fungsi SPI, Fraud dan gratifikasi kepada pejabat dan pegawai di lingkungan cabang Sangatta.</li> <li>Memberi arahan terkait nota batal dan dampaknya terhadap laporan keuangan</li> <li>Mengingatkan cabang agar senantiasa bekerja mengikuti aturan yang berlaku</li> <li>Konsultasi pelayanan pemanduan dengan adanya pesaing BUP terhadap dampak kelancaran kegiatan operasional</li> <li>Memberikan arahan terkait pengenaan PPh pasal 23 terhadap sewa speedboat di area oemanduan PIK</li> <li>Memberikan arahan terkait pengenaan PPg Pasal 15 terhadap sewa peed Boat di area pemanduan PT Armada Bintang Maritim dan PT Perkasa Inaka Kertas.</li> </ol> <p>Sangatta Branch</p> <ol style="list-style-type: none"> <li>Socializing the function of SPI, Fraud and gratuities to officials and employees within the Sangatta branch.</li> <li>Provide direction regarding canceled notes and their impact on financial statements</li> <li>Remind branches to always work according to applicable rules</li> <li>Guidance service consultation with BUP competitors on the impact of smooth operational activities</li> <li>Provide direction regarding the imposition of PPh article 23 on speedboat rentals in the PIK guidance area</li> <li>Provide direction regarding the imposition of PPg Article 15 on peed boat rentals in the pilotage area of PT Armada Bintang Maritim and PT Perkasa Inaka Kertas.</li> </ol>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<p><b>Cabang Balikpapan</b></p> <ol style="list-style-type: none"> <li>Melakukan sosialisasi fungsi SPI, Fraud fan gratifikasi kepada pejabat dan pegawai di lingkungan cabang Balikpapan</li> <li>Melakukan briefing tentang petunjuk pelaksanaan dan pengelolaan administrasi Cuti Pegawai sesuai Keputusan Direksi No. 28 Tahun 2020 kepada Manager dan Staf SDM dan Umum Cabang Balikpapan</li> <li>Melakukan briefing tentang optimalisasi implementasi dan penyiapan dokumen ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 dan ISPS Code di Cabang Balikpapan</li> <li>Melakukan briefing tentang pentingnya inventaris dan inpeksi jumlah dan masa berlaku APAR ditempat kerja yang memiliki potensi kebakaran pemenuhan perlengkapan kerja dan ruang kapal ABK guna meningkatkan pelayanan dan K3.</li> </ol> <p><b>Balikpapan Branch</b></p> <ol style="list-style-type: none"> <li>Socializing the function of SPI, Fraud fan gratification to officials and employees in the Balikpapan branch environment</li> <li>Conduct a briefing on the implementation instructions and administrative management of Employee Leave in accordance with the Decree of the Board of Directors No. 28 of 2020 to the Manager and Staff of HR and General Balikpapan Branch</li> <li>Conducted a briefing on optimizing the implementation and preparation of ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISPS Code documents at the Balikpapan Branch</li> <li>Conduct a briefing on the importance of inventory and inspection of the number and validity period of fire extinguishers in workplaces that have the potential for fire, fulfillment of work equipment and space for crew members to improve services and K3</li> </ol> <hr/> <p><b>Cabang Tanjung Redeb</b></p> <ol style="list-style-type: none"> <li>Melakukan sosialisasi Fraud control dan jeni-jenis gratifikasi yang dihindari kepada pejabat dan pegawai di lingkungan Cabang Tanjung Redeb</li> <li>Melakukan pertemuan dengan Manager Keuangan, SDM dan TPB serta staf pegawai terkait petunjuk pelaksanaan dan proses administrasi pembentukan dan pengesahan Tim P2K3 cabang Tanjung Redeb sesuai ketentuan yang berlaku</li> <li>Melakukan briefing tentang petunjuk pelaksanaan pengelolaan administrasi dan pengadaan perlengkapan dan investasi Rumah Dinas sesuai PD 08 Tahun 2010 Jo.PD 11 Tahun 2013 Tentang Pengelolaan Rumah Dinas di Lingkungan Perseroan.</li> <li>Melakukan briefing tentang pentingnya penggunaan APD dalam melaksanakan pekerjaan yang memiliki risiko kecelakaan dan penyiapan rambu K3 di lingkungan kerja pegawai.</li> </ol>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<p>Tanjung Redeb . Branch</p> <ol style="list-style-type: none"> <li>Conducting socialization of fraud control and the types of gratuities that are avoided to officials and employees within the Tanjung Redeb Branch</li> <li>Conducting meetings with Finance, HR and TPB Managers and staff regarding implementation instructions and administrative processes for the formation and ratification of the Tanjung Redeb branch P2K3 Team in accordance with applicable regulations</li> <li>Conducted a briefing on the instructions for implementing administrative management and procurement of equipment and investment for official houses in accordance with PD 08 of 2010 Jo.PD 11 of 2013 concerning the management of official houses in the company's environment.</li> <li>Conduct a briefing on the importance of using PPE in carrying out work that has a risk of accidents and preparing K3 signs in the employee's work environment.</li> </ol> <hr/> <p><b>Cabang Manokwari dan Biak</b></p> <ol style="list-style-type: none"> <li>Melakukan sosialisasi fungsi SPI, Fraud dan gratifikasi kepada pejabat dan pegawai di lingkungan Cabang Manokwari dan Baik</li> <li>Melakukan briefing tentang petunjuk pelaksanaan dan pengelolaan administrasi Cuti Pegawai sesuai Keputusan Direksi No. 28 Tahun 2020 kepada Manager dan staf SDM dan umum Cabang Manokwari dan Biak</li> <li>Melakukan briefing tentang pentingnya inventarisasi dan inpeksi jumlah dan masa berlaku APAR di tempat kerja yang memiliki potensi kebakaran pemenuhan perlengkapan kerja dan ruang kapal ABK guna meningkatkan pelayanan dan K3.</li> <li>Cabang Jayapura dan Merauke</li> <li>Melakukan briefing dengan Manager Teknik, Asman dan Supervisor terkait cara penentuan HPS/OE suatu pekerjaan investasi maupun pemeliharaan yang harus dari sumber yang bisa dipertanggungjawabkan, melakukan perhitungan biaya pekerjaan (RAB) dengan hati-hati khususnya yang anggarannya cukup besar, taat pada prosedur dan metode kerja termasuk kelengkapan administrasi pekerjaan investasi dan pemeliharaan harus sesuai dengan PD 07 Tahun 2019, termasuk bagaimana menjaga fasilitas Pelabuhan agar selalu siap digunakan untuk mendukung kelancaran dan operasional Pelabuhan Jayapura</li> <li>Proses verifikasi pembayaran dilengkapi dengan attachment document di aplikasi Sap.</li> </ol>



No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<ul style="list-style-type: none"> <li>g. Setiap pekerjaan yang selesai, dilakukan proses GR (Good Receipt) untuk dilakukan pembayaran</li> <li>h. Pelampauan anggaran boleh dilakukan dengan melampirkan surat pelampauan anggaran ke Direksi untuk persetujuan</li> <li>i. Pembukuan persediaan segera dilakukan setelah ada bukti pengeluaran/penerimaan barang</li> <li>j. Pengembalian utip ke pengguna jasa dilakukan dengan catatan pengguna jasa tersebut tidak mempunyai saldo piutang usaha dilengkapi dengan surat resmi dari Perusahaan dilengkapi dengan cap/stempel</li> </ul> <p>Manokwari and Biak branches Cabang</p> <ul style="list-style-type: none"> <li>a. Socializing the function of SPI, Fraud and gratuities to officials and employees within the Manokwari and Baik Branches</li> <li>b. Conduct a briefing on the implementation instructions and administrative management of Employee Leave in accordance with the Decree of the Board of Directors No. 28 of 2020 to Managers and HR and general staff of Manokwari and Biak Branches</li> <li>c. Conduct a briefing on the importance of inventory and inspection of the number and validity period of fire extinguishers in workplaces that have the potential for fires, fulfillment of work equipment and space for crew members in order to improve services and K3.</li> <li>d. Jayapura and Merauke Branch</li> <li>e. Conduct a briefing with the Technical Manager, Asman and Supervisor regarding how to determine HPS/OE for an investment or maintenance job that must be from an accountable source, calculate the work cost (RAB) carefully, especially those with a large enough budget, adhere to procedures and methods work including administrative completeness of investment and maintenance work must be in accordance with PD 07 of 2019, including how to maintain port facilities so that they are always ready to be used to support the smooth and operational operations of the Jayapura port</li> <li>f. The payment verification process is equipped with an attachment document in the SAP application.</li> <li>g. Every job completed, the GR (Good Receipt) process is carried out for payment</li> <li>h. Exceeding the budget may be carried out by attaching a letter of exceeding the budget to the Board of Directors for approval</li> <li>i. Inventory bookkeeping is carried out immediately after there is evidence of expenditure/receipt of goods</li> <li>j. Quotation returns to service users are carried out with a note that the service user does not have a balance of trade receivables accompanied by an official letter from the Company equipped with a stamp/stamp.</li> </ul>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
	<p>Pelaksanaan Pemantauan tindak lanjut Implementation of follow-up monitoring</p>	<p>a. Melakukan koordinasi dan konsultan guna mempercepat penyelesaian permasalahan yang dihadapi oleh cabang b. Memastikan temuan SPI ditindaklanjuti sesuai saran SPI dan disampaikan tepat waktu c. Melakukan pertemuan Bersama Komite Audit dan Tim Tindak Lanjut untuk membahas hasil temuan baik di Cabang maupun di Kantor Pusat setiap triwulan</p> <p>a. Coordinating and consulting to accelerate the resolution of problems faced by branches b. Ensuring SPI findings are followed up according to SPI suggestions and delivered on time c. Holding a meeting with the Audit Committee and the Follow-up Team to discuss the findings both at the Branch and at the Head Office every quarter</p>	<p>1. Telah dilakukan koordinasi dan konsultasi dengan cabang terhadap penyelesaian permasalahan yang dihadapi oleh cabang salah satunya adalah masalah pekerjaan bidang Teknik 2. Hasil temuan SPI di cabang-cabang pada triwulan III tahun 2020 ditindak lanjuti oleh cabang sesuai dengan rekomendasi/ asaran yang disampaikan oleh Auditor SPI dan diselesaikan sesuai jangka waktu yang ditentukan 3. Telah dilakukan pertemuan dengan Komite Audit dan Tim tindaklanjuti pada tanggal 19 Maret 200 di ruang rapat Komite Audit</p> <p>1. Coordination and consultation with branches have been carried out on solving problems faced by branches, one of which is the problem of work in the field of Engineering 2. The findings of the SPI in the branches in the third quarter of 2020 are followed up by the branches in accordance with the recommendations/suggestions submitted by the SPI Auditor and completed according to the specified time period 3. A meeting was held with the Audit Committee and the follow-up team on March 19, 200 in the Audit Committee meeting room</p>
2	<p>Melaksanakan Transformasi SPI Implementing SPI Transformation</p>	<p>Menerapkan Audit berbasis Risiko pada Cabang-Cabang secara bertahap Implementing Risk-based Audit in Branches in stages</p>	<p>Telah menggunakan risk profile dari aplikasi enterprise risk management application system untuk referensi audit unit kerja di lingkungan Perseroan Have used the risk profile from the enterprise risk management application system for reference to audit work units within the Company</p>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
3	Peningkatan Kompetensi SDM SPI Melalui Diklat Improving the Competency of SPI HR through Education and Training	<p>a. Mengikuti Pendidikan penjejangan SPI baik yang diselenggarakan oleh Lembaga Sertifikasi Nasional</p> <p>a. Participate in SPI staging education organized by the National Certification Institute</p>	<p>1. Tanggal 3 sampai dengan 18 Februari 2020 telah dilakukan pelatihan Sertifikasi SPI yang dilakukan secara in house berkerja sama dengan Lembaga PPA&amp;K Malang dengan PT Pelindo IV yang diikuti oleh Kepala SPI dan 4 (empat) Pengawas Bidang dan 11 (sebelas Auditor)</p> <p>2. Mengikuti seminar audit dan pengukuhan/ wisuda sertifikasi kompetensi SPI dari Lembaga Sertifikasi Profesi Auditor Internal sebanyak 12 (dua belas) org auditor</p> <p>1. From 3 to 18 February 2020, SPI Certification training was conducted in-house in collaboration with the Malang PPA&amp;K Institution with PT Pelindo IV, which was attended by the Head of SPI and 4 (four) Field Supervisors and 11 (eleven Auditors)</p> <p>2. Attend audit seminars and inauguration/ graduation of SPI competency certification from the Internal Auditor Professional Certification Institute as many as 12 (twelve) auditors</p>
		<p>b. Mengikuti seminar, workshop baik yang diselenggarakan oleh Pemerintah maupun Lembaga Pendidikan Audit</p> <p>b. Participate in seminars, workshops both organized by the Government and Audit Education Institutions</p>	<p>1. Mengikuti Seminar tentang Tantangan dan Kendala Penerapan SNI ISO 37001:2016 Sistem manajemen Anti Penyuapan yang dilaksanakan oleh Badan Standarisasi Nasional (BSN) pada tanggal 13 Mei 2020 secara Vicon.</p> <p>2. Mengikuti Seminar tentang Arsitektur dan Simulasi Model Governance Risk Compliance (GRC) selama 2 (dua) hari mulai tanggal 10 – 11 Juni 2020.</p> <p>1. Participated in a Seminar on Challenges and Obstacles to the Implementation of SNI ISO 37001:2016 Anti-Bribery Management System which was carried out by the National Standardization Agency (BSN) on May 13, 2020 by Vicon.</p> <p>2. Participate in a Seminar on Governance Risk Compliance (GRC) Architecture and Model Simulation for 2 (two) days starting from 10 – 11 June 2020.</p>
		<p>c. Mengikuti rakortas SPI Pelindo I, II, III, dan IV yang diselenggarakan oleh SEKTAP</p> <p>c. Participated in the Pelindo I, II, III, and IV SPI coordination meetings held by SEKTAP</p>	<p>1. Belum terealisasi</p> <p>1. Not yet realized</p>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
	Pembinaan teknis pemeriksaan Inspection technical coaching	Melakukan coaching masing-masing bidang Conduct coaching in each field	<ol style="list-style-type: none"> <li>1. Telah dilakukan coaching masing-masing bidang oleh masing-masing Pengawas Bidang terhadap Auditor pada setiap pra dan pasca audit di cabang</li> <li>2. Kepala SPI coaching untuk seluruh jajaran SPI, pada setiap pertemuan yang rutin diadakan dan pembahasan hasil audit yang dilakukan internal SPI setelah audit cabang selesai dilaksanakan.</li> </ol> <p>1. Coaching for each field has been carried out by each Field Supervisor to the Auditor at each pre and post audit in the branch</p> <p>2. Head of SPI coaching for all levels of SPI, at every meeting that is regularly held and discussing the results of audits carried out by internal SPI after the branch audit is completed.</p>
4	Koordinasi dan Kerjasama dengan Lembaga Pengawasan Intern baik Internal maupun Eksternal Coordination and Cooperation with Internal and External Audit Institutions	<ol style="list-style-type: none"> <li>a. Melakukan pertemuan dengan Komite Audit untuk membahas hasil temuan setiap 2 (dua) bulan sekali</li> <li>a. Hold a meeting with the Audit Committee to discuss the findings every 2 (two) months</li> <li>b. Melakukan pertemuan dan pembahasan dengan tim tindak lanjut temuan SPI untuk menuntaskan temuan</li> <li>b. Conducting meetings and discussions with the SPI findings follow-up team to finalize the findings</li> </ol>	<ol style="list-style-type: none"> <li>1. Tanggal 19 Maret 2020 telah dilakukan pertemuan dengan Komite Audit untuk membahas temuan SPI</li> <li>2. Tanggal 18 Mei 2020 telah dilakukan pertemuan dengan Komite Audit untuk membahas temuan SPI</li> <li>3. Tanggal 24 Juni 2020 telah dilakukan pertemuan dengan Komite Audit untuk membahas temuan SPI</li> </ol> <p>1. On March 19, 2020, a meeting was held with the Audit Committee to discuss the findings of SPI</p> <p>2. On 18 May 2020 a meeting was held with the Audit Committee to discuss the findings of SPI</p> <p>3. On 24 June 2020 a meeting was held with the Audit Committee to discuss the findings of SPI</p> <ol style="list-style-type: none"> <li>a. Tanggal 10 Maret 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</li> <li>b. Tanggal 11 April 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</li> <li>c. Tanggal 05 Juni 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</li> <li>d. Tanggal 26 April 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</li> <li>e. Tanggal 23 Juni 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</li> </ol>

No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<p>f. Tanggal 07 Juli 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</p> <p>g. Tanggal 29 Juli 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</p> <p>h. Tanggal 05 Agustus 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</p> <p>i. Tanggal 26 Agustus 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</p> <p>j. Tanggal 14 September 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</p> <p>k. Tanggal 30 September 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</p> <p>l. Tanggal 06 Oktober 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</p> <p>m. Tanggal 17 November 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</p> <p>n. Tanggal 24 Desember 2020 telah dilakukan pertemuan dengan Tim Tindaklanjut untuk pembahasan tindaklanjut temuan cabang</p> <p>a. On March 10, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</p> <p>b. On April 11, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</p> <p>c. On June 5, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</p> <p>d. On April 26, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</p> <p>e. On June 23, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</p> <p>f. On July 7, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</p> <p>g. On July 29, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</p> <p>h. On August 5, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</p> <p>i. On August 26, 2020 a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</p>



No	SASARAN Target	ACTION PLAN Action Plan	REALISASI Realization
			<ul style="list-style-type: none"> <li>j. On September 14, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</li> <li>k. On September 30, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</li> <li>l. On October 6, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</li> <li>m. On November 17, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</li> <li>n. On December 24, 2020, a meeting was held with the Follow-up Team to discuss the follow-up to the findings of the branch</li> </ul>
		<p>Melakukan monitoring terhadap hasil temuan audit eksternal (KAP dan BPK)</p> <p>Monitoring the results of external audits (KAP and BPK)</p>	<p>Sementara dalam proses monitoring tindak lanjut hasil temuan KAP dan BPK</p> <p>While in the process of monitoring the follow-up to the findings of KAP and BPK</p>

## Audit Lainnya

Audit lainnya adalah audit yang dilakukan oleh SPI diluar Audit Terpadu, terhadap pekerjaan yang dilaksanakan oleh unit kerja, baik sebelum dilaksanakannya suatu pekerjaan (Pre-Audit), pada saat pekerjaan tersebut sedang berlangsung (Current Audit), maupun setelah pekerjaan tersebut selesai dilaksanakan (Post-Audit).

## Audit Manajemen

Audit yang menyeluruh terhadap suatu kegiatan pada suatu unit, sistem dan pengendalian manajemen Perseroan dalam rangka mencapai efisiensi, efektivitas dan ekonomis atau tujuan lainnya. Sampai dengan triwulan IV tahun 2020, SPI belum melaksanakan Audit Manajemen.

## Audit Khusus

Audit khusus yaitu audit yang dilaksanakan SPI dengan sasaran khusus pada suatu kasus tertentu secara mendalam untuk membuktikan benar atau tidaknya indikasi terjadinya pelanggaran disiplin, penyelewengan, atau penyalahgunaan sumber daya ekonomi perusahaan. Sampai dengan triwulan IV tahun 2020, SPI belum melaksanakan Audit Khusus.

## Pemantauan Atas Tindak Lanjut Temuan Audit Tahun 2020

Temuan audit Satuan Pengawasan Intern semester II tahun 2020 sebanyak 178 (seratus tujuh puluh delapan)

## Other Audits

Another audit is an audit conducted by SPI outside of the Integrated Audit, on work performed by the work unit, not only before a work is carried out (Pre-Audit), but also when the work is in progress (Current Audit) or after the work has been completed. (Post-Audit).

## Management Audit

A comprehensive audit of an activity in a unit, system and management control of the Company to achieve efficiency, effectiveness and economy or other objectives. As of the fourth quarter of 2020, SPI has not carried out a Management Audit.

## Special Audit

A special audit is an audit carried out by SPI with a specific target in a particular case in depth to prove whether or not there are indications of disciplinary violations, fraud, or misuse of the company's economic resources. As of the fourth quarter of 2020, SPI has not carried out a Special Audit.

## Monitoring of the Follow-Up on Audit Findings in 2020

The audit findings of the Internal Audit Unit for semester II of 2020 were 178 (one hundred seventy eight) findings.

temuan. Dari jumlah tersebut, telah ditindaklanjuti oleh Cabang dan Anak Perusahaan dan telah dinyatakan tuntas 2020 sebanyak 134 (seratus tiga puluh empat) temuan, sehingga masih terdapat 44 (empat puluh empat) temuan yang masih dalam proses tindak lanjut, sebagaimana tabel berikut :

Of these, as many as 134 (one hundred and thirty four) findings have been followed up by the Branch and Subsidiaries and declared complete, so there are still 44 (forty four) findings that are still in the follow-up process, as shown in the following table:

No	Uraian Jenis Temuan Tahun 2020	Pelaksanaan Tindak Lanjut Implementation of Follow Up			Description of Findings in 2020
		Jumlah Total	Tuntas Completed	Dalam Proses In process	
1	Temuan Strategis	0	0	0	Strategic Findings
2	Temuan Non Strategis	178	134	44	Non Strategic Findings
	Total	178	134	44	Total

## Pemantauan Atas Tindak Lanjut Temuan Tahun 2019

Temuan audit Satuan Pengawasan Intern tahun 2019 sebanyak 234 (dua ratus tiga puluh empat) temuan, yaitu 0 (nol) temuan Strategis dan 235 (dua ratus tiga puluh lima) temuan non strategis. Dari jumlah tersebut, telah ditindak lanjut oleh Kantor Pusat, Cabang dan Anak Perusahaan dan telah dinyatakan tuntas s.d. semester II Tahun 2020 yaitu sebanyak 224 (dua ratus dua puluh empat) temuan, sehingga masih terdapat 10 (sepuluh) temuan yang masih dalam proses, sebagaimana tabel berikut :

## Monitoring of the Follow-Up Findings in 2019

The audit by the Internal Audit Unit in 2019 resulted in 234 (two hundred and thirty four) findings, namely 0 (zero) Strategic findings and 235 (two hundred thirty five) non-strategic findings. Of these, 224 (two hundred and twenty four) of them have been followed up by the Head Office, Branches and Subsidiaries and have been declared complete by the second semester of 2020. There are still 10 (ten) findings that are still in process as shown in the following table :

No	Uraian Jenis Temuan Tahun 2019	Pelaksanaan Tindak Lanjut Implementation of Follow Up			Description of Findings in 2019
		Jumlah Total	Tuntas Completed	Dalam Proses In process	
1	Temuan Strategis	0	0	0	Strategic Findings
2	Temuan Non Strategis	234	224	10	Non Strategic Findings
	Total	234	224	10	Total

## Evaluasi atas Efektivitas Pengendalian Internal dan Manajemen Risiko

Sebagai evaluasi pada tahun 2020 Pelindo IV telah menyelenggarakan assesmen sistem pengendalian internal. Dalam rangka optimalisasi pelaksanaan evaluasi sistem pengendalian internal melalui audit internal, Pelindo IV juga menerapkan kebijakan Risk Based Audit. Sejak proses perencanaan, pelaksanaan dan pelaporan didasarkan atas risiko-risiko strategis.

## Evaluation of the Effectiveness of Internal Control and Risk Management

As an evaluation, in 2020 Pelindo IV has conducted an assessment of the internal control system. In order to optimize the implementation of the evaluation of the internal control system through internal audit, Pelindo IV also implements a Risk Based Audit policy. All processes, both planning and implementation as well as reporting, are based on strategic risks.

# AUDITOR EKSTERNAL

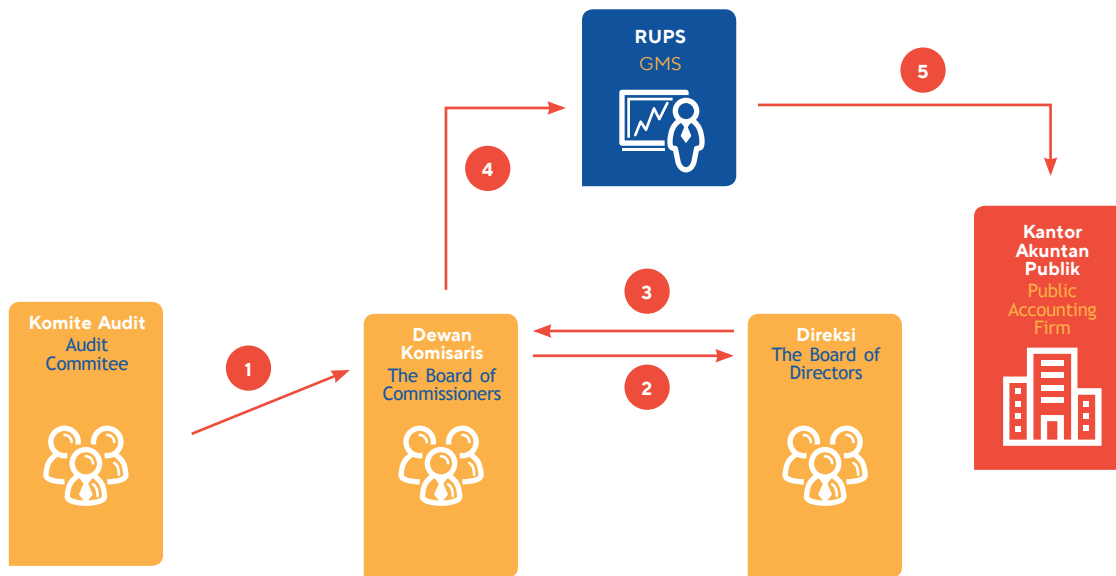
## External Auditor

### Penunjukan Kantor Akuntan Publik

Proses penunjukan Akuntan Publik dilakukan berdasarkan Peraturan Perundang – undangan yang berlaku. Komite Audit bertanggung jawab dalam pemilihan Akuntan Publik. Adapun proses penunjukan Akuntan Publik melalui mekanisme sebagai berikut :

### Appointment of a Public Accounting Firm

The appointment of a Public Accountant is based on the prevailing laws and regulations. The Audit Committee is responsible for selecting Public Accountants. The following is the mechanism for the appointment of a Public Accountant:



1. Komite Audit memberikan Hasil Evaluasi Pelaksanaan Audit oleh KAP tahun sebelumnya yaitu KAP Gani Sigiro & Handayani untuk 2020
2. Komite Audit menyampaikan kepada Dewan Komisaris atas evaluasi KAP dan memberikan saran terkait pengadaan Jasa Audit KAP melalui pemilihan langsung.
3. Dewan Komisaris meminta Direksi untuk melakukan proses pengadaan Jasa Audit KAP berdasarkan hasil evaluasi KAP dan sesuai dengan ketentuan PT Pelindo IV serta melakukan negosiasi terkait nilai jasa dan ruang lingkup audit.
4. Proses pengadaan KAP melalui pemilihan langsung dan negosiasi terkait nilai jasa dan ruang lingkup audit.
5. Dewan Komisaris mengusulkan kepada RUPS menunjuk KAP yang terdaftar di OJK atau

1. The Audit Committee provides the results of the 2020 Audit Implementation Evaluation by the Gani Sigiro & Handayani Public Accountant Firm (KAP).
2. The Audit Committee submits KAP evaluations to the Board of Commissioners and provides suggestions regarding the procurement of KAP Audit Services through direct elections.
3. The Board of Commissioners asks the Board of Directors to carry out the process of procuring KAP Audit Services by referring to the KAP evaluation results and the provisions of PT Pelindo IV and to negotiate the value of services and the scope of the audit.
4. The process of procuring KAP through direct selection and negotiation related to the value of services and the scope of the audit.
5. The Board of Commissioners proposes the GMS to appoint a KAP registered with the OJK or

- melimpahkan wewenang kepada Dewan Komisaris untuk menetapkan Penunjukan KAP, penambahan ruang lingkup dan besaran imbalan jasa audit
6. RUPS menyetujui memberikan wewenang dan kuasa kepada Dewan Komisaris dengan terlebih dahulu mendapatkan persetujuan tertulis dari Pemegang Saham Seri A Dwiwarna dalam penunjukan KAP.

Untuk menjaga profesionalitas dan independensi dalam pelaporan, Perseroan dalam menentukan auditor eksternal berlandaskan ketentuan Peraturan Menteri Keuangan Nomor: 17/PMK.01/2008 tentang Jasa Akuntan Publik, Pasal 3 terkait pembatasan masa pemberian jasa dimana Kantor Akuntan Publik (KAP) hanya boleh melakukan audit paling lama untuk 6 (enam) tahun buku berturut-turut dan oleh seorang Akuntan Publik maksimal 3 (tiga) tahun buku berturut-turut, serta berdasarkan ketentuan dari Peraturan Otoritas Jasa Keuangan Nomor 13/POJK.03/2017 Pasal 16 yang menyebutkan bahwa pihak yang melaksanakan kegiatan jasa keuangan wajib membatasi penggunaan jasa audit atas informasi keuangan historis tahunan dari Akuntan Publik yang sama paling lama untuk periode audit selama 3 (tiga) tahun buku pelaporan secara berturut-turut.

## Ruang Lingkup Pemeriksaan KAP

Ruang lingkup pekerjaan dan tanggung jawab KAP yang ditunjuk untuk hanya memberikan jasa audit yang melakukan pemeriksaan atas laporan keuangan yang berakhir 31 Desember 2020 meliputi sebagai berikut:

1. General Audit Laporan Keuangan Konsolidasian Perusahaan Periode yang Berakhir 31 Desember 2020;
  - a. Laporan Posisi Keuangan;
  - b. Laporan laba Rugi Komperhensif;
  - c. Laporan Perubahan Ekuitas;
  - d. Laporan arus Kas;
  - e. Catatan atas laporan Keuangan;
2. Audit Laporan Keuangan Program Kemitraan dan Bina Lingkungan Perusahaan Periode yang Berakhir 31 Desember 2020;
3. Review Tingkat Kesehatan dan KPI Perusahaan Periode yang berakhir 31 Desember 2020;

- delegate authority to the Board of Commissioners to determine the appointment of a KAP, increase the scope and amount of fees for audit services
6. The GMS agrees to grant authority and power to the Board of Commissioners with prior written approval from the Series A Dwiwarna Shareholder in the appointment of a KAP.

To maintain the professionalism and independence of the reporting process, external auditors are determined in accordance with the provisions of the Regulation of the Minister of Finance Number: 17 / PMK.01 / 2008 concerning Public Accountant Services, Article 3 regarding the limitation of the service period which states that audits can only be carried out by one Public Accounting Firm (KAP) in no more than 6 (six) consecutive financial years or a Public Accountant for not more than 3 (three) consecutive financial years as well as based on the provisions of the Financial Services Authority Regulation No. 13 / POJK.03 / 2017 Article 16 which states that the party implementing financial services is required to limit the use of audit services on annual historical financial information from the same Public Accountant for a maximum period of 3 (three) consecutive reporting financial years.

## Scope of KAP Examination

The scope of work and responsibilities of KAP appointed to provide audit services in auditing financial statements ending December 31, 2020 include the following:

1. General Audit of the Company's Consolidated Financial Statements for the Period Ended December 31, 2020;
  - a. Financial Position Report;
  - b. Comprehensive income statement;
  - c. Statement of Changes in Equity;
  - d. Cash flow statement;
  - e. Financial Statement Notes;
2. Audit of Corporate Partnership and Community Development Program Financial Statements for the Period Ended December 31, 2020;
3. Review of Company Health Level and KPI for the Period ended December 31, 2020;

## Jasa Lain yang Diberikan Akuntan Selain Jasa Audit Laporan Keuangan Tahunan

Pihak yang ditunjuk perseroan sebagai Akuntan Publik memberikan jasa lain selain lingkup audit sebagaimana tersebut diatas, yaitu Jasa Profesi Penunjang Kantor Akuntan Publik Atas Emisi Obligasi PT Pelabuhan Indonesia IV (Persero).

## Independensi & Profesionalitas Akuntan Publik dan KAP

KAP Djoko, Sidik & Indra telah menyampaikan hasil audit dan *management letter* kepada perseroan tepat waktu, dan manajemen menilai KAP tersebut mampu bekerja secara independen, memenuhi standar profesional akuntan publik dan perjanjian kerja serta ruang lingkup audit yang ditetapkan.

## Other Services Provided by Accountants Apart from Audit Services for Annual Financial Statements

The party appointed by the company as a Public Accountant provides services other than the audit scope mentioned earlier, namely Supporting Professional Services for the Public Accountant Office for the Bond Issuance of PT Pelabuhan Indonesia IV (Persero).

## Independence & Professionalism of Public Accountants and KAP

KAP Djoko, Sidik & Indra have submitted the audit results and management letter to the company in a timely manner and the management assesses that the KAP is able to work independently, meets the professional standards of public accountants, work agreements and the stipulated audit scope.

Periode KAP dan Akuntan Dalam Pemeriksaan Keuangan Public Accountant Firm and Accountant Period in Financial Audit				
Tahun Year	Kantor Akuntan Publik Public Accountant Firm	Nama Akuntan Accountant Name	Jumlah Fee Audit Total Audit Fee	Ruang Lingkup Jasa Scope of Services
2016	Djoko, Sidik & Rekan	Indra Soesetiawan, Ak., CPA, CA	Rp. 860.090.000,- (termasuk PPN 10%) including 10% VAT)	General Audit Atas Laporan Keuangan, PKBL, Review Tingkat Kesehatan dan Review KPI Audit General for Financial Statements, PKBL, Review of Health Levels and KPI Reviews
2017	Djoko, Sidik & Indra	Indra Soesetiawan, Ak., CPA, CA	Rp. 899.000.000,- (termasuk PPN 10%) including 10% VAT)	General Audit Atas Laporan Keuangan, PKBL, Review Tingkat Kesehatan dan Review KPI Audit General for Financial Statements, PKBL, Review of Health Levels and KPI Reviews
2018	Djoko, Sidik & Indra	Indra Soesetiawan, Ak., CPA, CA	Rp. 550.000.000,- (termasuk PPN 10%) including 10% VAT)	Jasa Profesi Penunjang Kantor Akuntan Publik Atas Emisi Obligasi Pelindo IV Supporting Professional Services for Public Accounting Firms for the Issuance of Pelindo IV Bonds
2018	Djoko, Sidik & Indra	Indra Soesetiawan, Ak., CPA, CA	Rp. 1.039.720.000,- (termasuk PPN 10%) including 10% VAT)	General Audit Atas Laporan Keuangan, PKBL, Review Tingkat Kesehatan dan Review KPI Audit General for Financial Statements, PKBL, Review of Health Levels and KPI Reviews
2019	Djoko, Sidik & Indra	Indra Soesetiawan, Ak., CPA, CA	Rp. 1.001.000.000,- (termasuk PPN 10%) including 10% VAT)	General Audit Atas Laporan Keuangan, PKBL, Review Tingkat Kesehatan dan Review KPI Audit General for Financial Statements, PKBL, Review of Health Levels and KPI Reviews
2020	Gani Sigiyo & Handayani	Johanna Gani	Rp.1.430.000.000,- (termasuk PPN 10%) including 10% VAT)	General Audit Atas Laporan Keuangan Konsolidasian, Program Kemitraan dan Bina Lingkungan, Review Tingkat Kesehatan dan Review KPI di Lingkungan PT Pelabuhan Indonesia IV (Persero) Tahun Buku 2020 General Audit of Consolidated Financial Statements, Partnership and Community Development Programs, Health Level Review and KPI Review in PT Pelabuhan Indonesia IV (Persero) Fiscal Year 2020



## Fee Audit

Biaya jasa audit untuk Kantor Akuntan Publik Gani Sigiro & Handayani untuk tahun buku yang berakhir 31 Desember 2020 sebesar Rp.1.430.000.000,- (termasuk PPN 10%)

## Opini Kantor Akuntan Publik

Laporan Keuangan terlampir telah menyajikan secara wajar, dalam semua hal yang material, posisi keuangan perseroan tanggal 31 Desember 2020, serta kinerja keuangan dan arus kas untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar akuntansi Keuangan di Indonesia.

KAP Gani Sigiro & Handayani selain melakukan pemeriksaan atas laporan Keuangan Pelindo IV Tahun Buku 2020 yang telah diterbitkan melalui laporan auditor Independen atas Keuangan Konsolidasi PT Pelabuhan Indonesia IV (Persero) Nomor: ..... juga melakukan beberapa audit lain atas aspek penilaian manajemen yang diperlukan, yaitu:

1. Laporan auditor Independen atas Kepatuhan Keuangan PT Pelabuhan Indonesia IV (Persero) terhadap Peraturan Perundang-undangan dan Pengendalian Internal
2. Laporan auditor Independen atas laporan Keuangan PT Pelabuhan Indonesia IV (Persero) Program Kemitraan dan Bina lingkungan
3. Laporan auditor Independen atas Reviu Penilaian Tingkat Kesehatan Perusahaan PT Pelabuhan Indonesia IV (Persero)
4. Laporan auditor Independen atas Reviu KPI PT Pelabuhan Indonesia IV (Persero)

## Audit Fee

Audit service fee for Gani Sigiro & Handayani Public Accountant Firm for the financial year ended 31 December 2020 amounting to IDR 1,430,000,000 (including 10% VAT)

## Public Accounting Firm Opinion

The attached Financial Statements have fairly presented, in all material respects, the company's financial position as of December 31, 2020, as well as financial performance and cash flows for the year ended on that date, in accordance with Indonesian Financial Accounting Standards.

KAP Gani Sigiro & Handayani in addition to examining Pelindo IV's Financial Statements for the 2020 Financial Year which has been published through the Independent Auditor's Report on the Consolidated Finance of PT Pelabuhan Indonesia IV (Persero) No. .... has also conducted several other audits on the necessary aspects of management assessment, namely:

1. Independent auditor's report on PT Pelabuhan Indonesia IV (Persero)'s Financial Compliance with Legislation and Internal Control
2. Independent auditor's report on the financial report of PT Pelabuhan Indonesia IV (Persero) Partnership and Community Development Program
3. Independent auditor's report on the Review of the Company Health Level Assessment of PT Pelabuhan Indonesia IV (Persero)
4. Independent auditor's report on PT Pelabuhan Indonesia IV (Persero) KPI Review

## MANAJEMEN RISIKO

### Risk management

#### Kebijakan dan Prosedur Pengelolaan Risiko

Pelindo IV telah memiliki kebijakan manajemen risiko yaitu Peraturan Direksi PT Pelabuhan Indonesia IV (Persero) Nomor 56 Tahun 2017 tentang Pedoman Pelaksanaan Manajemen Risiko. Pedoman Manajemen Risiko berisikan ketentuan-ketentuan yang disyaratkan dalam pengelolaan risiko. *Review* terhadap Kebijakan Manajemen Risiko telah dilakukan secara berkala agar sesuai dengan kebijakan dari regulator saat ini serta mengakomodasi *best practices* yang lazim digunakan untuk meningkatkan kualitas penerapan manajemen risiko.

#### Sistem Manajemen Risiko Perseroan

Penerapan manajemen risiko Perseroan bertujuan untuk mendukung Perseroan dalam mencapai pertumbuhan yang sehat dan berkelanjutan, sehingga dapat lebih mengoptimalkan *shareholder value*. Pendekatan yang dilakukan dalam mendukung penerapan manajemen risiko secara efektif adalah dengan melakukan pendekatan komprehensif untuk mengelola risiko-risiko perusahaan secara menyeluruh, meningkatkan kinerja dalam mengelola ketidakpastian, meminimalisir ancaman dan memaksimalkan peluang tanpa mengabaikan prinsip-prinsip manajemen risiko sebagai berikut:

1. Menerapkan manajemen risiko untuk mewujudkan *Good Corporate Governance* yang lebih baik;
2. Menetapkan wewenang dan tanggung jawab pengelolaan risiko dari seluruh proses bisnis sesuai dengan otoritas pemilik risiko untuk memastikan semua risiko terkendali;
3. Mempersiapkan Perseroan dalam menghadapi perubahan kondisi bisnis yang terus berkembang dengan menyelaraskan rencana strategis dan operasional sesuai visi dan misi Perseroan untuk meningkatkan daya asing;
4. Menerapkan manajemen risiko disemua direktorat dan cabang dalam setiap aktivitas, fungsi dan proses bisnis untuk menjadikan manajemen risiko bagian dari budaya perusahaan;

#### Risk Management Policies and Procedures

Pelindo IV already has a risk management policy, namely the Board of Directors Regulation of PT Pelabuhan Indonesia IV (Persero) Number 56 of 2017 concerning Guidelines for Risk Management Implementation. Risk Management Guidelines contain provisions required for risk management. To improve the quality of risk management implementation, Risk Management Policies are reviewed periodically to conform with current regulator policies and accommodate commonly used best practices.

#### The Company's Risk Management System

The implementation of the Company's risk management aims to support the Company in achieving healthy and sustainable growth, so that it can further optimize shareholder value. The approach taken in supporting the implementation of risk management effectively is to take a comprehensive approach to manage company risks as a whole, improve performance in managing uncertainty, minimize threats and maximize opportunities without neglecting the following risk management principles:

1. Implementing risk management to achieve better Good Corporate Governance;
2. Establish the authority and responsibility for risk management of all business processes in accordance with the risk owner authority to ensure all risks are under control;
3. Preparing the Company to face growing business conditions by aligning strategic and operational plans according to the Company's vision and mission to remain competitive;
4. Implement risk management in all directorates and branches in every activity, function and business process and integrate risk management into the corporate culture;

5. Menjadi manajemen risiko sebagai dasar utama Satuan Pengawas Intern (SPI) dalam melaksanakan audit berbasis risiko (*risk based audit*);
  6. Kebijakan manajemen risiko wajib dipahami, dijalankan dan dipelihara oleh seluruh manajemen dan pegawai.
5. Confirming the role of risk management as the main basis for the Internal Supervisory Unit (SPI) in risk-based audits;
  6. The risk management policy must be understood, implemented and maintained by all management and employees.

## Profil Kepala Manajemen Risiko

## Profile of the Head of Risk Management



**Moudy Pitoy**

Kepala Manajemen Risiko  
 Head of Risk Management

Satuan Manajemen Risiko dipimpin oleh SVP Risk Management and Standardization, yang saat ini dijabat oleh Moudy Pitoy. Warga Negara Indonesia. Lahir di Bitung pada tanggal 28 April 1974 saat ini berusia 47 tahun. Menamatkan Sarjana Ilmu akuntansi dari STIE Pioneer Manado tahun 2000 dan Magister Manajemen SDM dari Sekolah Tinggi manajemen IMNI Jakarta tahun 2011. Sebelum menjabat sebagai SVP Risk Management and Standardization, pernah menjabat sebagai Senior manager Karir dan Pengembangan SDM (2015-2016), General Manager Sorong (2014- 2015), General Manager Merauke (2012- 2014).

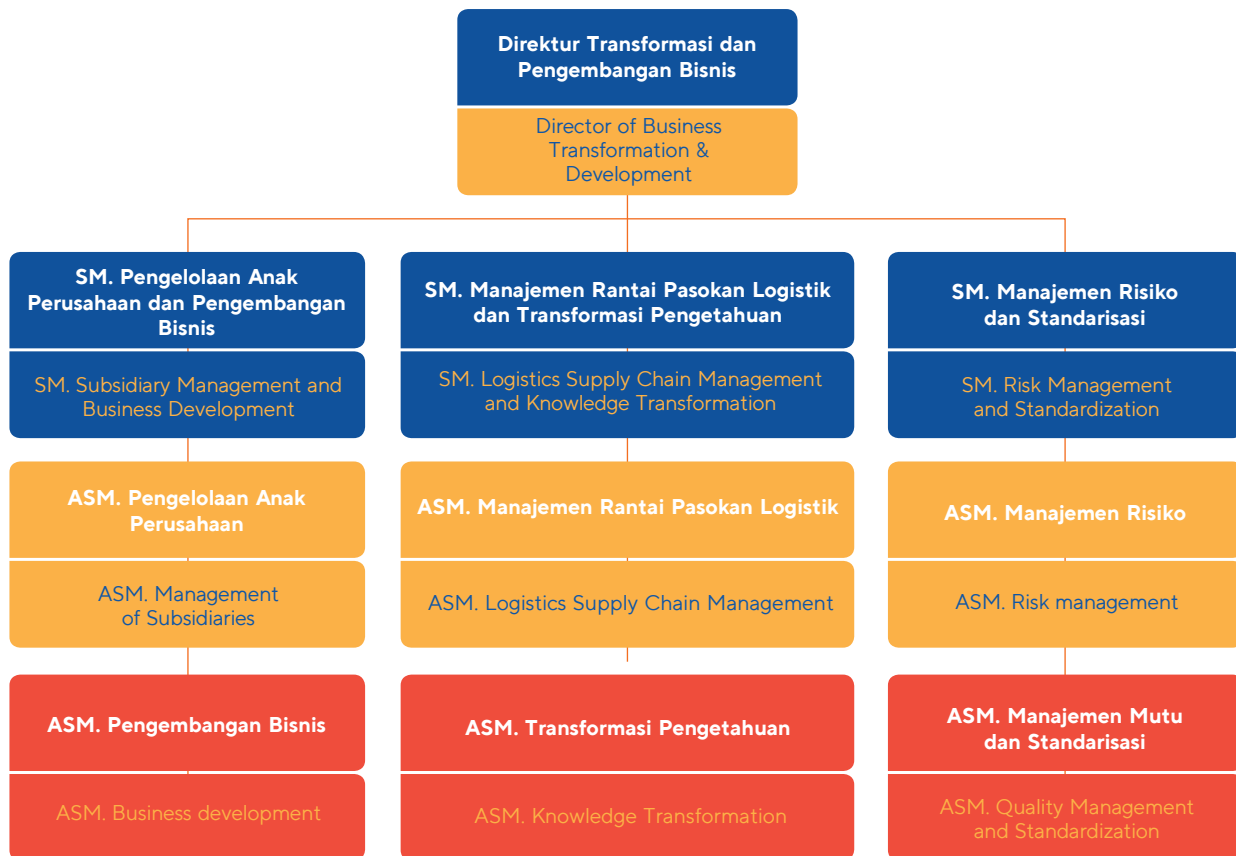
The Risk Management Unit is led by the SVP Risk Management and Standardization which is currently held by Moudy Pitoy, an Indonesian citizen. Born in Bitung on April 28, 1974 and is currently 47 years old. Graduated with a Bachelor of Accounting from STIE Pioneer Manado in 2000 and a Masters in HR Management from the IMNI Jakarta Management College in 2011. Prior to serving as SVP of Risk Management and Standardization, he served as Senior Manager for HR Career and Development (2015-2016), General Manager of Sorong (2014-2015), and General Manager Merauke (2012-2014).

## Struktur Organisasi Manajemen Risiko

Sebagai wujud komitmen Perseroan dalam penerapan GCG yang efektif dan untuk menjalankan fungsi pengelolaan risiko korporat, Pelindo IV membentuk Organisasi Satuan Manajemen Risiko yaitu SVP Risk Management and Standardization. Dalam struktur organisasi Perusahaan, SVP Risk Management and Standardization bertanggung jawab langsung kepada Direktur Transformasi dan Pengembangan Bisnis.

## Organizational Structure of Risk Management

As a manifestation of the Company's commitment to effective GCG implementation and to carry out corporate risk management functions, Pelindo IV has formed a Risk Management Unit Organization, namely SVP Risk Management and Standardization. In the Company's organizational structure, SVP of Risk Management and Standardization reports directly to the Director of Business Transformation and Development.



Pada tingkat fungsi pengawasan oleh Dewan Komisaris, telah dibentuk Komite Manajemen Risiko yang diketuai oleh salah satu Dewan Komisaris untuk melakukan pengawasan dan memberikan rekomendasi yang diperlukan dalam pengelolaan risiko. Adapun pembagian tugas pengawasan dan pengelolaan manajemen risiko di Pelindo IV dilakukan sebagai berikut:

To support the supervisory function of the Board of Commissioners, a Risk Management Committee was formed, chaired by one of the Board of Commissioners to supervise and provide the necessary recommendations in risk management. The division of tasks for monitoring and managing risk management in Pelindo IV is carried out as follows:

PIHAK/PENGELOLA Parties / Managers	TUGAS DAN TANGGUNG JAWAB	DUTIES AND RESPONSIBILITIES
Dewan Komisaris Board of Commissioners	Melakukan pengawasan dan tuntunan (saran dan nasihat) terhadap Direksi dan Manajemen. Dewan Komisaris bertanggung jawab untuk memastikan bahwa RJPP dan RKAP telah mengandung pendekatan manajemen risiko terhadap berbagai risiko Perseroan.	Supervise and provide guidance to the Board of Directors and Management. The Board of Commissioners is responsible for ensuring that the RJPP and RKAP use a risk management approach to the various risks faced by the Company.
Komite Manajemen Risiko Risk Management Committee	Membantu pelaksanaan tugas dan fungsi Dewan Komisaris dalam melakukan pengawasan terhadap pelaksanaan sistem dan kebijakan manajemen risiko, evaluasi manajemen risiko, pemantauan kesesuaian potensi risiko di Perseroan dan pengawasan kepatuhan Perseroan terhadap regulasi.	Assisting the duties and functions of the Board of Commissioners in supervising the implementation of risk management systems and policies, evaluating risk management, monitoring the suitability of potential risks in the Company and monitoring the Company's compliance with regulations.
Komite Audit Audit Committee	Pengawasan terhadap pelaksanaan audit internal secara efektif, proaktif dan berkesinambungan, termasuk pengawasan keberlangsungan pengelolaan risiko.	Supervision of the implementation of internal audits in an effective, proactive and sustainable manner, including monitoring the continuity of risk management.
Direksi Board of Directors	<ul style="list-style-type: none"> <li>• Membentuk satuan kerja Manajemen Risiko Kantor Pusat dibawah Direksi yang bertugas sebagai framework owner dalam implementasi manajemen risiko di lingkungan Perseroan.</li> <li>• Menetapkan kebijakan penerapan manajemen risiko di lingkungan Perseroan, termasuk di dalamnya adalah penetapan matriks risiko yang digunakan di Perseroan beserta risk appetite.</li> <li>• Menetapkan, mengelola dan memantau risiko-risiko utama (key risks) yang dihadapi perusahaan dalam pencapaian sasaran strategis perusahaan.</li> <li>• Menciptakan lingkungan internal Perseroan yang kondusif untuk penerapan dan peningkatan risk maturity secara berkelanjutan, dan untuk menanamkan budaya manajemen risiko Perseroan.</li> <li>• Menyediakan sumber daya yang diperlukan dalam penerapan manajemen risiko.</li> </ul>	<ul style="list-style-type: none"> <li>• Forming a Head Office Risk Management work unit under the Board of Directors which serves as the framework owner in implementing risk management within the Company.</li> <li>• Establish policies for the implementation of risk management within the Company, including the determination of the risk matrix used in the Company along with the risk appetite.</li> <li>• Define, manage and monitor the key risks faced by the company in achieving the company's strategic goals.</li> <li>• Creating an internal environment that is conducive to the implementation and improvement of risk maturity in a sustainable manner and to instill a culture of the Company's risk management.</li> <li>• Provide the necessary resources in risk management implementation.</li> </ul>



<b>PIHAK/PENGELOLA</b> Parties / Managers	<b>TUGAS DAN TANGGUNG JAWAB</b>	<b>DUTIES AND RESPONSIBILITIES</b>
<p>Risk Management and Standardization Risk Management and Standardization</p>	<ul style="list-style-type: none"> <li>• Menyusun dan meninjau kebijakan dan pedoman manajemen risiko (termasuk di dalamnya maturity framework) serta memastikan penerapannya di Perseroan.</li> <li>• Memastikan tersedianya infrastruktur risiko korporat dan data manajemen risiko pada setiap aktivitas strategis Perseroan.</li> <li>• Menyusun profil risiko korporat termasuk di dalamnya memberikan peringatan dini (early warning) kepada Direksi.</li> <li>• Memastikan keselarasan penerapan manajemen risiko secara keseluruhan dengan kebijakan, strategi Perseroan maupun peraturan yang berlaku.</li> <li>• Memantau risiko-risiko utama (key risks) Perseroan dan efektifitas pengelolannya oleh pemilik risiko.</li> <li>• Menyusun road map manajemen risiko Perseroan berdasarkan strategic objective perusahaan.</li> <li>• Memantau risk maturity Perseroan dan memfasilitasi perbaikan-perbaikannya menuju tujuan sesuai road map Manajemen Risiko Perseroan.</li> <li>• Memfasilitasi pemilik risiko dalam implementasi Manajemen Risiko Perseroan.</li> <li>• Memfasilitasi pembangunan kompetensi (capacity building) Manajemen Risiko di Perseroan.</li> <li>• Melakukan asesmen risk maturity unit kerja/anak perusahaan/perusahaan afiliasi.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and review risk management policies and guidelines (including the maturity framework) and ensure their implementation in the Company.</li> <li>• Ensure the availability of corporate risk infrastructure and risk management data in every strategic activity of the Company.</li> <li>• Develop a corporate risk profile, including providing an early warning to the Board of Directors.</li> <li>• Ensuring the alignment of the overall risk management implementation with the Company's policies, strategies and applicable regulations.</li> <li>• Monitor the key risks of the Company and the effectiveness of their management by risk owners.</li> <li>• Develop a road map for the Company's risk management based on the company's strategic objectives.</li> <li>• Monitor the risk maturity of the Company and facilitate its improvements towards the goals according to the Company's Risk Management road map.</li> <li>• Facilitating risk owners in the implementation of the Company's Risk Management.</li> <li>• Facilitating Risk Management capacity building in the Company.</li> <li>• Assess the risk maturity of work units / subsidiaries / affiliated companies.</li> </ul>
<p>Satuan Pengawas Internal Internal Supervisory Unit</p>	<ul style="list-style-type: none"> <li>• Berperan sebagai fungsi independent assurance provider yang bertugas sebagai filter akhir atas seluruh pelaksanaan manajemen risiko yang dilakukan oleh risk owner sesuai mekanisme three lines of defense.</li> <li>• Merencanakan dan melaksanakan Audit Berbasis Risiko untuk memastikan fokus pada risiko utama Perseroan.</li> <li>• Memberikan penilaian terhadap efektifitas penanganan risiko utama Perseroan oleh pemilik risiko dan memberikan rekomendasi perbaikannya sesuai mekanisme three lines of defense.</li> <li>• Melakukan evaluasi penerapan manajemen risiko di lingkungan Perseroan secara berkala.</li> </ul>	<p>Acting as the independent assurance provider function, which serves as the final filter for all risk management implementation carried out by risk owners in accordance with the three lines of defense mechanism.</p> <p>Planning and carrying out a Risk Based Audit to ensure focus on the main risks of the Company.</p> <p>Provide an assessment of the effectiveness of the Company's main risk management by risk owners and provide recommendations for improvements in accordance with the three lines of defense mechanism.</p> <p>Evaluating the implementation of risk management within the Company on a regular basis.</p>

PIHAK/PENGELOLA Parties / Managers	TUGAS DAN TANGGUNG JAWAB	DUTIES AND RESPONSIBILITIES
Pemilik Risiko Risk Owner	<ul style="list-style-type: none"> <li>• Menyusun dan menetapkan kajian risiko dalam posisinya sebagai inisiator atau penanggungjawab atas suatu inisiatif kegiatan.</li> <li>• Melakukan pengelolaan risiko pada bidang atau lingkup kerjanya secara berkelanjutan, termasuk di dalamnya merencanakan (assessment risk) dan menindaklanjuti mitigasi risiko.</li> <li>• Mendokumentasikan proses bisnis yang ada di bidang atau lingkup kewenangannya, permasalahan yang telah terjadi dan risiko yang berpotensi terjadi beserta pengendaliannya.</li> <li>• Mempersiapkan sumberdaya yang diperlukan dalam pengelolaan risiko di bidang kerjanya.</li> <li>• Memastikan manajemen risiko dipahami dan diimplementasikan oleh bidang kerjanya.</li> </ul>	<ul style="list-style-type: none"> <li>• Compile and establish a risk assessment in a position as the initiator or person in charge of an activity initiative.</li> <li>• Carry out risk management in the field or scope of work on an ongoing basis, including planning (risk assessment) and following up on risk mitigation.</li> <li>• Documenting business processes in the area or scope of authority, problems that have occurred and risks that may occur and their controls.</li> <li>• Prepare the resources needed in risk management in the field of work.</li> <li>• Ensuring risk management is understood and implemented by the work sector.</li> </ul>

## Kerangka Kerja Manajemen Risiko

Kerangka kerja penerapan manajemen risiko di Pelindo IV bersifat dinamis dan berkelanjutan serta mencerminkan lingkaran Plan, Do, Check, Act (PDCA) yang biasa dikenal dalam seluruh desain sistem manajemen. Kerangka kerja ini menjadi sarana untuk membantu organisasi dalam mengintegrasikan manajemen risiko kepada keseluruhan sistem manajemen sehingga diharapkan Perseroan dapat lebih fleksibel dalam mengimplementasikan elemen dari kerangka kerja yang dibutuhkan. Keberhasilan manajemen mencapai kinerja yang optimal sangat ditentukan oleh kepiawaian dalam mengelola risiko-risiko yang dapat menghambat pencapaian sasaran Perseroan.

Perseroan mengelola risiko bisnis secara cermat, sistematis dan efektif melalui penerapan manajemen risiko terpadu (*Enterprise Risk Management* atau disingkat ERM). Penerapan ERM yang konsisten dan menyeluruh akan membuat Perseroan memiliki daya tahan yang jauh lebih kuat dalam menghadapi risiko ekstrem yang apabila gagal diantisipasi dapat mengakibatkan krisis.

Dalam melakukan identifikasi dan penilaian risiko, Perseroan menggunakan pendekatan Enterprise Risk Management berbasis ISO 31000. Proses manajemen risiko dilakukan oleh *Risk Owner* yang dibantu oleh *Risk Officer* masing-masing Unit Kerja yang difasilitasi oleh Sub Direktorat Manajemen Risiko.

## Risk Management Framework

The framework for implementing risk management at Pelindo IV is dynamic and sustainable and reflects the Circle of Plan, Do, Check, Act (PDCA) that is commonly known in all management system designs. This framework will assist organizations in integrating risk management into all management systems so that the Company is expected to be more flexible in implementing the required framework elements. To achieve optimal performance, management must be adept at managing risks that could hinder the achievement of the Company's goals.

The Company manages business risks carefully, systematically and effectively through the implementation of Enterprise Risk Management (ERM). The consistent and comprehensive implementation of ERM will strengthen the Company's resilience in facing extreme risks that could lead to crises if they fail to be anticipated.

In identifying and assessing risks, the Company uses an Enterprise Risk Management approach based on ISO 31000. The risk management process is carried out by a Risk Owner assisted by a Risk Officer in each Work Unit facilitated by the Sub Directorate of Risk Management.

## Program Sertifikasi SDM

Pelindo IV terus berupaya meningkatkan kualitas pengelolaan risiko salah satunya dengan meningkatkan kompetensi SDM Satuan Manajemen Risiko dan Kepatuhan melalui program sertifikasi dibidang manajemen risiko.

## Program Pelatihan Dan Pengembangan Kompetensi Bidang Manajemen Risiko

Dalam rangka peningkatan kualitas manajemen risiko di lingkungan Perseroan dan pengembangan kompetensi personil yang membidangi manajemen risiko, telah dilakukan program pelatihan berupa public training yang diselenggarakan oleh lembaga profesional maupun in house training yang bekerjasama dengan narasumber dan pelatih berpengalaman di dalam Manajemen Risiko.

## SOSIALISASI MANAJEMEN RISIKO

Dalam rangka meningkatkan budaya manajemen risiko di perusahaan, Perseroan mengadakan sosialisasi baik sosialisasi internal kantor pusat, sosialisasi untuk unit-unit maupun anak perusahaan. Berikut sosialisasi yang telah dilaksanakan sepanjang tahun 2020 :

SOSIALISASI/SEMINAR Socialization / Seminar	TEMPAT & WAKTU Place & Time	PESERTA Participants
Sosialisasi tentang risk assessment maturity level Dissemination of the risk assessment maturity level	Virtual, Desember 2020	60 Peserta 60 participants

## Evaluasi Efektivitas Sistem Manajemen Risiko

Satuan Kerja Manajemen Risiko secara berkala melakukan evaluasi atas kebijakan, prosedur maupun instruksi kerja yang disesuaikan dengan *best practice* saat ini. Selain itu, Satuan Kerja Manajemen Risiko setiap triwulan melakukan evaluasi atas efektifitas pelaksanaan control dan action plan/mitigasi atas risiko-risiko yang telah diidentifikasi dan dituangkan dalam Laporan Manajemen Risiko. Hal-hal yang tertuang dalam laporan Manajemen Risiko antara lain tinjauan atas profil risiko di triwulan berjalan, isu-isu baru yang dapat menghambat pencapaian sasaran, progress pelaksanaan mitigasi risiko, Level risiko di triwulan berjalan (*current risk*), *loss event*, dan progress pelaksanaan program manajemen risiko.

## HR Certification Program

Pelindo IV continues to strive to improve the quality of risk management, including through a certification program in the field of risk management to improve HR competencies in the Risk Management and Compliance Unit.

## Risk Management Training and Competency Development Program

To improve the quality of risk management within the Company and develop the competence of personnel in charge of risk management, training programs are carried out in the form of public training organized by professional institutions and in-house training which presents experienced resource persons and trainers in Risk Management.

## RISK MANAGEMENT SOCIALIZATION

To improve the risk management culture in the company, the Company held outreach, both internal socialization for the head office, and outreach for units and subsidiaries. The following are the socializations that have been carried out throughout 2020:

## Evaluation of the Effectiveness of the Risk Management System

The Risk Management Unit regularly evaluates policies, procedures and work instructions so that they are always in accordance with current best practices. In addition, the Risk Management Work Unit evaluates the effectiveness of control and action plan / mitigation implementation on a quarterly basis for risks that have been identified and outlined in the Risk Management Report. The Risk Management Report contains, among others, a review of the risk profile in the current quarter, new issues that may hinder the achievement of targets, progress of risk mitigation implementation, level of risk in the current quarter (*current risk*), *loss events*, and progress of risk management program implementation.

## Profil Risiko

Risiko Utama Perseroan diperoleh dari pendekatan *bottom up* yaitu dari entitas/unit Perusahaan melalui aplikasi Manajemen Risiko dan pendekatan *top down*, yang mana Satuan Manajemen Risiko akan terlebih dahulu memfasilitasi Direksi dalam mengidentifikasi dan memahami risiko strategis Perseroan, sebelum kemudian diinformasikan kepada seluruh entitas/unit Perseroan hingga tingkat direktorat, agar dapat mengetahui dan memahami risiko pada tingkatan masing-masing.

Selain itu, analisis risiko yang dilakukan juga didasarkan pada sasaran strategis Perseroan di tahun 2020. Asesmen risiko tersebut meliputi beberapa proses, yaitu identifikasi risiko, analisis risiko, dan evaluasi risiko yang selanjutnya akan ditentukan penanganan risikonya.

Dari hasil identifikasi risiko, diperoleh 19 risiko yang masuk ke dalam profil risiko korporat :

## Risk Profile

The main risks of the Company are obtained from the *bottom up* approach, namely from the Company's entities / units through the Risk Management application, and the *top down* approach, in which the Risk Management Unit will first facilitate the Board of Directors in identifying and understanding the strategic risks of the Company and then informing the results to all Company entities until directorate level so that all understand the risks at their respective levels.

In addition, the risk analysis carried out is also based on the Company's strategic goals in 2020. The risk assessment includes several processes, namely risk identification, risk analysis and risk evaluation, after which the risk management will be determined.

From the identification results, there are 19 risks that qualify into the corporate risk profile:

No	RISIKO Risk	MITIGASI RISIKO Risk Mitigation
1	<p>Risiko kecelakaan Kerja</p> <ul style="list-style-type: none"> <li>- Dari jumlah risiko kecelakaan kerja yang masih berstatus high level yang berjumlah 8 risiko, sebagian besar identifikasi risiko itu adalah kecelakaan terhadap petugas operasional yang masih kurang sadar dan peduli akan pentingnya penggunaan perlengkapan safety sesuai ketentuan dan pedoman K3 serta kecelakaan alat operasional yang disebabkan oleh kesalahan dalam pengaturan, kordinasi petugas dan kelalaian operator dalam pengoperasian alat.</li> </ul> <p>Work accident risk</p> <ul style="list-style-type: none"> <li>- There are eight risks of work accidents that still have high level status. Most of the risks identified are accidents of operational personnel who do not care about the importance of safety equipment according to the K3 provisions and guidelines as well as accidents of operational equipment due to errors in regulation, coordination between officers, and negligence of equipment operators..</li> </ul>	<ul style="list-style-type: none"> <li>• Menyediakan perlengkapan safety untuk semua petugas operasional di lapangan</li> <li>• Mewajibkan penggunaan perlengkapan safety untuk semua petugas operasional di lapangan dan memberikan sanksi untuk petugas yang tidak menggunakannya.</li> <li>• Mengadakan rapat kordinasi harian yang membahas kesiapan dan pengaturan alat serta melakukan pengawasan saat alat beroperasi</li> <li>• Menerapkan penggunaan APD di lingkungan kerja dan pemasangan rambu-rambu K3 di lokasi pekerjaan</li> <li>- Provide safety equipment for all operational officers in the field</li> <li>- Impose the use of safety equipment for all operational officers in the field and sanction all violators.</li> <li>- Holding daily coordination meetings to discuss the readiness and arrangement of tools and to strengthen supervision while the tools are operating</li> <li>- promote the use of PPE in the work environment and the installation of K3 signs at work sites</li> </ul>

No	RISIKO Risk	MITIGASI RISIKO Risk Mitigation
2	<p>Risiko Fasilitas yang tersedia</p> <ul style="list-style-type: none"> <li>- Risiko high level untuk fasilitas berjumlah 5 risiko, dimana identifikasi risiko adalah tidak tersedianya fasilitas yang dibutuhkan di beberapa cabang seperti tidak adanya kapal tunda, kekurangan alat bongkar muat petikemas, Container yard yang terbatas, dermaga yang kurang panjang dan lain- lain serta terjadinya investasi fasilitas yang tidak tepat sasaran atau tidak sesuai dengan kebutuhan cabang.</li> </ul> <p>Risk of available facilities</p> <ul style="list-style-type: none"> <li>- The high level risk for the facility is 5 risks. The identified risks are the unavailability of the facilities needed at several branches, such as the absence of tugs, shortage of container loading and unloading equipment, limited container yards, lack of length of docks, and investment in facilities that are not appropriate or not in accordance with the needs of the branch.</li> </ul>	<ul style="list-style-type: none"> <li>• Perencanaan investasi khususnya yang dikelola oleh kantor pusat disusun melalui kajian yang dibuat dengan berkordinasi dengan cabang</li> <li>• Membuat daftar prioritas investasi, kajian kelayakan dan kajian risiko yang akurat.</li> <li>- Investment plans, particularly those managed by the head office, are compiled through studies made in coordination with branches</li> <li>- Creating an accurate list of investment priorities, feasibility studies and risk assessments.</li> </ul>
3	<p>Risiko high level untuk kerusakan alat berjumlah 4 risiko, dimana sebagian besar identifikasi risiko adalah kelangkaan spare part.</p> <p>Four high-level risks were found for tool damage. Most of the identified risks are scarcity of spare parts.</p>	<ul style="list-style-type: none"> <li>• Menyediakan gudang spare part di setiap cabang.</li> <li>• Membuat daftar part yang paling sering mengalami kerusakan.</li> <li>- Provide spare part warehouse in each branch.</li> <li>- Make a list of the parts that are most frequently damaged.</li> </ul>
4	<p>Risiko high level untuk laporan berjumlah 1 risiko, dimana sebagian besar identifikasi risiko adalah keterlambatan dan kesalahan dalam pembuatan laporan.</p> <p>There is only one high level risk. Most of the identified risks were delays and errors in reporting.</p>	<ul style="list-style-type: none"> <li>• Menetapkan batas waktu penyerahan setiap laporan.</li> <li>• Membuat system aplikasi laporan.</li> <li>- Set a deadline for submission of each report.</li> <li>- Create a report application system.</li> </ul>
5	<p>Risiko aplikasi</p> <ul style="list-style-type: none"> <li>- Risiko high level untuk aplikasi berjumlah 1 risiko, dimana sebagian besar identifikasi risiko adalah system aplikasi mengalami error.</li> </ul> <p>Application risk</p> <ul style="list-style-type: none"> <li>- Found one high level risk for application. Most of the identified risks are system application errors.</li> </ul>	<ul style="list-style-type: none"> <li>• Memberikan pelatihan khusus terhadap SDm yang langsung menggunakan aplikasi tersebut.</li> <li>• Menyediakan tenaga IT yang handal di setiap cabang.</li> <li>- Provide special training for human resources who use the application.</li> <li>- Providing reliable IT personnel in each branch.</li> </ul>



## Kinerja Manajemen Risiko

Target dan inisiatif strategis terkait pelaksanaan manajemen risiko pada tahun 2020, sebagai berikut:

## Risk Management Performance

Strategic targets and initiatives related to risk management implementation in 2020 are as follows:

No.	Program Kerja Work Program	KEGIATAN Activities
1	Penyusunan Risk Profile Anak Perusahaan Pada SBU Makassar New Port <i>Prepare the Risk Profile of Subsidiaries at SBU Makassar New Port</i>	<ul style="list-style-type: none"> <li>- Identifikasi Risiko</li> <li>- Pengukuran Risiko</li> <li>- Analisa Risiko</li> <li>- Mitigasi Risiko</li> <li>- Sosialisasi/Pelatihan</li> <li>- <i>Risk identification</i></li> <li>- <i>Risk measurement</i></li> <li>- <i>Risk Analysis</i></li> <li>- <i>Risk Mitigation</i></li> <li>- <i>Socialization / Training</i></li> </ul>
2	Pemenuhan Gap Analysis terhadap pengukuran Risk Maturity Level <i>Fulfill Gap Analysis on Risk Maturity Level measurement</i>	<ul style="list-style-type: none"> <li>- menyusun rencana perbaikan dan pengembangan sistem manajemen risiko dari hasil assessment berdasarkan standar yang ada.</li> <li>- Melakukan maping berdasarkan prioritas rencana perbaikan dan pengembangan manajemen risiko</li> <li>- Melaksanakan perbaikan dan pengembangan melalui tindak lanjut pada unit kerja atau melalui kerjasama dengan pihak kedua/expert</li> <li>- <i>Prepare a plan for improvement and development of a risk management system by referring to the assessment results based on existing standards.</i></li> <li>- <i>Conduct mapping based on priority improvement plans and risk management development</i></li> <li>- <i>Carry out improvements and development through follow-up at work units or through cooperation with second parties / experts</i></li> </ul>
3	Melaksanakana monitoring dan review pelaksanaan manajemen risiko terintegrasi dengan sistem manajemen terpadu di cabang kelas utama dan kelas 1 <i>Monitoring and reviewing the implementation of integrated risk management with an integrated management system in the main class and class 1 branches</i>	<ul style="list-style-type: none"> <li>- Koordinasi Kantor Pusat dan Cabang</li> <li>- Review atas penilaian risiko, action plan, dan manajemen insiden maupun kegiatan terkait hal lain yang dilaksanakan oelh cabang</li> <li>- Evaluasi atas isu-isu strategis baik internal maupun eksternal perusahaan pada masing-masing unit kerja dicabang</li> <li>- Melakukan evaluasi penerapan manajemen risiko dicabang terkait aplikasi, SDM dan lainnya</li> <li>- Memberikan saran dan rekomendasi atas hasil review terkait manajemen risiko cabang terkait.</li> <li>- <i>To coordinate between Head Office and Branch</i></li> <li>- <i>Review of risk assessments, action plans, and incident management as well as other related activities carried out by branches</i></li> <li>- <i>Evaluating strategic issues, both internal and external to the company, in each work unit in the branch</i></li> <li>- <i>Evaluating the implementation of risk management in branches related to applications, HR and others</i></li> <li>- <i>provide suggestions and recommendations based on the results of reviews related to branch risk management.</i></li> <li>- <i>Mapping the need for ERM application development</i></li> </ul>

No.	Program Kerja Work Program	KEGIATAN Activities
4	Pengembangan/Upgrade Aplikasi Enterprise Risk Management (ERM) <i>Developing / Upgrading Enterprise Risk Management (ERM) Applications</i>	<ul style="list-style-type: none"> <li>- Melakukan mapping kebutuhan pengembangan aplikasi ERM</li> <li>- Menyusun desain/skema aplikasi ERM yang akan dikembangkan</li> <li>- Melakukan koordinasi dengan Direktorat/Biro</li> <li>- Pembuatan/Pengembangan Aplikasi</li> <li>- <i>Compiling the ERM application design / scheme to be developed</i></li> <li>- <i>Coordinating with the Directorate / Bureau</i></li> <li>- <i>Developing Applications</i></li> </ul>
5	Pelaksanaan Risk Based Audit (RBA) <i>Implementing a Risk Based Audit (RBA)</i>	<ul style="list-style-type: none"> <li>- Penyiapan aplikasi ERM sebagai basis data risk bases audit</li> <li>- Melakukan pendampingan SPI dan RBA</li> <li>- Melakukan koordinasi dengan SPI untuk memberi masukan terkait aplikasi ERM dan RBA.</li> <li>- <i>Preparing the ERM application as a database based on audit risk</i></li> <li>- <i>Provide assistance to SPI and RBA</i></li> <li>- <i>Coordinating with SPI to provide input regarding ERM and RBA applications.</i></li> </ul>
6	Review dan Updating Risk Profile untuk Cabang Kelas II, III, IV <i>Review and Updating Risk Profile for Class II, III, IV Branches</i>	<ul style="list-style-type: none"> <li>- Koordinasi dengan cabang dan konsultan risiko</li> <li>- Evaluasi hasil penyusunan assessment risiko/penilaian risiko yang telah disusun oleh konsultan</li> <li>- Evaluasi terkait isu-isu strategis baik internal maupun eksternal perusahaan yang terjadi pada masing-masing unit kerja</li> <li>- <i>Coordinating with branches and risk consultants</i></li> <li>- <i>Evaluating the risk assessment prepared by the consultant</i></li> <li>- <i>Evaluating related strategic issues, both internal and external to the company, that occur in each work unit</i></li> </ul>

## Maturity Level

Untuk memastikan keberlanjutan pelaksanaan manajemen risiko di lingkungan Perseroan, maka perlu dilakukan review dan evaluasi terhadap penerapan manajemen risiko melalui pengukuran tingkat kematangan manajemen risiko (*risk management maturity*).

Penilaian risk maturity dimaksudkan untuk:

1. Mendapatkan gambaran tingkat kematangan saat ini (*current state*), dan membandingkan (*gap analysis*) dengan road map manajemen risiko Perseroan.
2. Menjadi pijakan dalam penyusunan strategi dan langkah-langkah perbaikan (*improvement*) proses manajemen risiko guna meningkatkan nilai tambah bagi perusahaan.
3. Mengukur pencapaian target KPI Perseroan

## Maturity Level

To ensure the sustainability of the implementation of risk management within the Company, it is necessary to review and evaluate the implementation of risk management by measuring the risk management maturity level.

Maturity risk assessment is intended to:

1. Obtain an overview of the current maturity level and compare (*gap analysis*) with the Company's risk management road map.
2. Obtaining a foothold in strategy formulation and steps for improvement of the risk management process in order to increase added value to the company.
3. Measure the achievement of the Company's KPI targets

## Assessment Maturity Level Pelindo IV

Assessment Maturity Level Perseroan secara korporat dilakukan oleh PT Abisatya Consulting guna melihat tingkat kematangan dalam implementasi manajemen risiko pada tahun 2020.

Berdasarkan penilaian yang telah dilakukan, dapat disimpulkan bahwa tingkat kematangan sistem manajemen risiko di Perseroan adalah Level 3 (tiga) Hal ini dapat dibuktikan sebagai berikut:

## Pelindo IV Maturity Level Assessment

The corporate Maturity Level Assessment is carried out by PT Abisatya Consulting to measure the maturity level of risk management implementation in 2020.

The results of the assessment conclude that the maturity level of the risk management system in the Company is at Level 3 (three). This can be proven as follows:

LEVEL Level	KARAKTERISTIK Characteristics	MEKANISME PENERAPANNYA Implementation Mechanism
Level 3 Defined	Adanya kebijakan dan prosedur The existence of policies and procedures	Penyeragaman proses Process uniformity
	Penetapan standar dan prosesnya Standard setting and process	Inisiasi infrastruktur manajemen risiko berbasis sistem informasi mulai dilaksanakan The initiation of an information system-based risk management infrastructure has begun
	Institusional organisasi manajemen risiko sistematis Institutional systematic risk management organization	Metodologi mengacu kepada pendekatan praktis tertentu Methodology refers to a specific practical approach
	Penilaian risiko dari kualitatif menjadi kuantitatif Risk assessment from qualitative to quantitative	

## Fokus Manajemen Risiko Tahun 2021

Sesuai dengan road map Manajemen Risiko, pada 2021, pengembangan manajemen risiko lebih fokus terhadap hal-hal berikut, antara lain:

1. Penyusunan Risk Profile Berbasis KPI (Kuantitatif) Pada Cabang Kelas I, SBU dan Kantor Pusat;
2. Pelaksanaan Risk Assessment Maturity Level Periode Tahun 2021;
3. Pembuatan kajian risiko RKAP Tahun 2022 dan RJPP;
4. Pelaksanaan monitoring dan review Manajemen Risiko berbasis KPI (kuantitatif) di Cabang Kelas Utama, Kelas I dan Kantor Pusat;
5. Penyusunan dan evaluasi Kajian Risiko Proyek/ Investasi untuk pelaksanaan Investasi.

## Focus of Risk Management in 2021

In accordance with the Risk Management road map, the development of risk management in 2021 will focus more on the following matters, including:

1. Compilation of a KPI-based (Quantitative) Risk Profile at Class I Branches, SBUs and Head Office;
2. Implementation of Risk Maturity Level Assessment for the Period of 2021;
3. Preparation of a risk assessment for the 2022 RKAP and RJPP;
4. Implementation of KPI-based Risk Management monitoring and review (quantitative) in Main Class, Class I Branches and Head Office;
5. Preparation and evaluation of the Project / Investment Risk Assessment for the implementation of the Investment.

## Implementasi Sistem Manajemen, ISPS Code dan Green Port

1. **Sertifikasi Sistem Manajemen**  
Untuk mendukung Visi Perseroan yang menjadi perusahaan berkelas internasional (World Class Port) perlu diterapkan sistem manajemen berstandar internasional (International Organization for Standardization), maka saat ini PT Pelabuhan Indonesia IV (Persero) telah menerapkan:
  - a. Integrasi Sistem Manajemen Mutu ISO 9001:2015, Sistem Manajemen Lingkungan 14001:2015, Sistem Manajemen K3 ISO 45001:2016 antara lain: 3 Standard untuk 6 Cabang dan kantor pusat, 2 Standar untuk 3 Cabang dan 1 Standar untuk 11 Cabang.
  - b. Sistem Manajemen Anti Penyuapan (SMAP) SNI ISO 37001:2016 pada Kantor Pusat
  - c. Sistem Manajemen K3 (SMK3) pada 5 Cabang dan Kantor Pusat.
2. **ISPS Code**  
Sesuai dengan PM 134 tahun 2016 bahwa pemilik fasilitas pelabuhan wajib menerapkan Internasional Standar unut keamanan, yaitu kode keamanan Internasional terhadap kapal dan fasilitas pelabuhan (The International Ship and Port Facility Security Code-ISPS Code) dan saatn ini perseroan telah menerapkan di 20 Cabang.
3. **Green Port**  
PT Pelabuhan Indonesia IV (Persero) telah menerapkan Green Port di 7 Cabang Pelabuhan dan telah dilakukan Assessment oleh Tim Sucofindo selaku Konsultan (assessment awal) dan Tim gabungan Kementerian terkait.

## Implementation of Management Systems, ISPS Code and Green Port

1. **Management System Certification**  
To support the Company's Vision to become a World Class Port, an international standard management system (International Organization for Standardization) is required. Currently, PT Pelabuhan Indonesia IV (Persero) has implemented:
  - a. Quality Management System Integration ISO 9001: 2015, Environmental Management System 14001: 2015, OHS Management System ISO 45001: 2016, among others: 3 Standards for 6 branches and head office, 2 Standards for 3 Branches and 1 Standard for 11 Branches.
  - b. Anti-Bribery Management System (SMAP) SNI ISO 37001: 2016 at Head Office
  - c. OHS Management System (SMK3) at 5 Branches and Head Office.
2. **ISPS Code**  
In accordance with PM 134 of 2016, owners of port facilities are required to apply Standard International security, namely The International Ship and Port Facility Security Code - ISPS Code. Currently, the company has implemented it in 20 branches.
3. **Green Port**  
PT Pelabuhan Indonesia IV (Persero) has implemented Green Port in 7 Port Branches and the Assessment has been carried out by the Sucofindo Team as the Consultant (initial assessment) and the joint team from the relevant Ministries.

## PENGENDALIAN INTERNAL

### Internal Control

Pengendalian Internal berperan penting dalam pencapaian tujuan Perusahaan. Pengendalian Internal adalah struktur dan proses yang diterapkan di Perusahaan untuk mencegah timbulnya sebab-sebab risiko. Dengan demikian, dapat disimpulkan dan tergambar secara jelas bahwa Pengendalian Internal merupakan bagian yang tidak terpisahkan dari Manajemen Risiko.

Mengingat risiko-risiko yang dihadapi Perusahaan sangat kompleks, mulai dari risiko keuangan, risiko operasional, risiko kepuasan pelanggan, risiko hukum sampai dengan risiko reputasi, maka lingkup penerapan Pengendalian Internal juga sangat luas mencakup risiko-risiko tersebut. Pengendalian Internal akan berupaya menghilangkan sebab-sebab risiko tersebut.

Seluruh insan Perusahaan harus memiliki persepsi yang sama akan arti penting Pengendalian Internal. Insan Perusahaan juga harus mengetahui Pengendalian Internal apa saja yang harus diimplementasikan di masing-masing unit kerjanya serta memastikan agar Pengendalian Internal berjalan efektif, agar terhindar dari seluruh risiko.

Perusahaan memiliki fungsi Audit Internal yang bertanggung jawab untuk mengevaluasi kecukupan dan efektivitas penerapan Pengendalian Internal. Adanya sinergitas antara unit kerja pemilik risiko selaku penanggung jawab penerapan Pengendalian Internal dan fungsi Audit Internal yang menilai efektivitas penerapan Pengendalian Internal akan menciptakan penyempurnaan penerapan Pengendalian Internal yang berkelanjutan.

### Kesesuaian dengan Kerangka Pengendalian Internal yang Berlaku Umum

PT Pelabuhan Indonesia IV (Persero) telah menerapkan Pengendalian Internal yang sesuai dengan standar yang direkomendasikan oleh The Committee of Sponsoring Organization of the Treadway Commission (COSO) di tahun 2013. Tujuan Pengendalian Internal menurut COSO mencakup tujuan operasional, tujuan pelaporan dan tujuan kepatuhan. Artinya, penerapan Pengendalian

Internal control plays an important role in achieving the Company's objectives. Internal control is the structure and processes applied in the Company to prevent the causes of risk. Thus, it can be concluded and illustrated clearly that internal control is an integral part of Risk Management.

Concerning risks faced by the Company are complex, from financial risk, operational risk, customer satisfaction risk, legal risk until reputation risk. The scope of application of internal Control is also very broad, encompassing such risks.

All company personnel should have the same perception of the importance of internal Control. Company personnel also need to know what internal control should be implemented in each of its businesses and to ensure that internal control is effective, in order to avoid all risks.

The Company has the internal Audit function which responsible to evaluate the adequacy and effectiveness of internal control. The synergy between the unit owners risk as internal Control implementation in charge and internal Audit function which assesses the effectiveness of internal Control implementation will create a sustainable implementation of internal Control.

### Conformity With Common Internal Control Framework

PT Pelabuhan Indonesia IV (Persero) has implemented Internal Control in accordance with the standards recommended by The Committee of Sponsoring Organization of the Treadway Commission (COSO) in 2013. The objectives of Internal Control according to COSO include operational objectives, reporting objectives and compliance objectives. This means that



Internal di PT Pelabuhan Indonesia IV (Persero) diharapkan akan mampu meminimalkan kemungkinan dan dampak dari risiko-risiko operasional, pelaporan dan kepatuhan. Hal ini sesuai dengan tujuan Pengendalian Internal yang telah diuraikan di atas.

Tujuan operasional berkaitan dengan efektivitas dan efisiensi operasi. Tujuan pelaporan berkaitan dengan kewajaran penyajian pelaporan keuangan. Sedangkan tujuan kepatuhan berkaitan dengan kepatuhan Perusahaan terhadap peraturan perundang-undangan dan ketentuan yang berlaku.

Menurut COSO, unsur-unsur Pengendalian Internal meliputi komponen-komponen sebagai berikut:

1. Lingkungan pengendalian.
2. Penilaian risiko.
3. Aktivitas pengendalian.
4. Informasi dan komunikasi.
5. Pemantauan.

Kelima unsur Pengendalian Internal menurut COSO tersebut telah terimplementasi dengan baik di Perusahaan.

### Evaluasi Pengendalian Internal

Evaluasi atas implementasi Pengendalian Internal di Perusahaan telah dilakukan oleh Auditor Eksternal dan Auditor Internal. Hasil evaluasi yang dilakukan oleh Auditor Eksternal menunjukkan bahwa secara umum rancangan dan pelaksanaan struktur Pengendalian Internal Perusahaan sudah baik. Perusahaan memiliki fungsi Audit Internal yang bertugas mengevaluasi kecukupan dan efektivitas Pengendalian Internal. Fungsi Audit Internal telah memiliki dan melaksanakan program kerja yang mendukung terciptanya suatu struktur Pengendalian Internal yang baik di Perusahaan. Manajemen telah menindaklanjuti temuan dan rekomendasi Auditor Eksternal sebagai bagian dari penyempurnaan penerapan Pengendalian Internal.

Auditor Internal senantiasa melakukan evaluasi atas pelaksanaan Pengendalian Internal di Perusahaan dan memberikan rekomendasi perbaikan yang diperlukan

the implementation of Internal Control at PT Pelabuhan Indonesia IV (Persero) is expected to be able to minimize the likelihood and impact of operational, reporting and compliance risks. This is in accordance with the objectives of Internal Control described above.

Purpose of operational related to the effectiveness and efficiency of operations. Purpose of reporting related to the fairness of presentation of financial reporting. While the purpose of compliance related to compliance with the laws and regulations.

According to COSO, internal Control elements include the following components:

1. Control of environment.
2. Risk Assessment
3. Control activities.
4. information and communication.
5. Monitoring.

According to COSO, the five elements of Internal Control have been well implemented in the Company.

### Internal Control Evaluation

Evaluation of the internal Control implementation in the company has been carried out by the external Auditor and internal Auditor. The results of the evaluation made by the external Auditor shows that in general the design and implementation of internal control structure of the company is good. the Company has the internal Audit function which is in charge of evaluating the adequacy and effectiveness of internal Control. internal Audit Function has had and implemented the work program which supports the creation of a good internal control structure in the company. Management has followed up the findings and recommendations of the External Auditor as part of improving the implementation of internal Control.

The Internal Auditor continually evaluates the implementation of internal control in the Company and provide recommendations for improvements necessary

untuk penyempurnaan berkelanjutan atas penerapan Pengendalian Internal. Langkah-langkah tindak lanjut telah dilaksanakan untuk meminimalkan atau menghilangkan sebab-sebab risiko.

Sebagai bentuk hasil evaluasi Pengendalian Internal di Perusahaan, Auditor Internal telah merencanakan untuk melaksanakan beberapa program kerja tambahan selama tahun 2018 ini. Auditor Internal akan melaksanakan reviu dan menyempurnakan sistem dan prosedur audit internal.

Selain itu, fungsi Audit Internal juga akan melakukan transformasi dalam pelaksanaan audit internal. Konsep paradigma bahwa Auditor Internal berperan sebagai pengendali kebijakan Perusahaan (compliance watchdog) menjadi sebagai pemberi jaminan (assurance) dan konsultan (business partner) dalam proses bisnis yang dilakukan seluruh unit kerja lain. Pelaksanaan audit yang sebelumnya memfokuskan pada kepatuhan terhadap peraturan, akan dilakukan dengan berbasis risiko (risk based audit).

for a continuous improvement on the implementation of internal Control. Following steps have been implemented to minimize or eliminate the causes of risk.

As a result of the evaluation of Internal Control in the Company, the Internal Auditor has planned to carry out several additional work programs during 2018. Internal auditors will review and improve the internal audit systems and procedures.

In addition, the Internal Audit function will also transform the implementation of internal audit. The paradigm concept is that the Internal Auditor acts as a controller of Company policy (compliance watchdog) to become an assurance provider (assurance) and a consultant (business partner) in business processes carried out by all other work units. Audits that previously focused on regulatory compliance will be conducted on a risk-based basis (risk-based audit).



## AKSES INFORMASI DAN DATA PERUSAHAAN

### Corporate Information and Data Access



**Pelindo IV senantiasa berkomitmen untuk menerapkan nilai-nilai GCG, diantaranya melalui penerapan keterbukaan informasi baik secara internal maupun eksternal.**

*Pelindo IV is always committed to implementing GCG values, including through the implementation of information disclosure both internally and externally.*

Pelindo IV senantiasa berkomitmen untuk menerapkan nilai-nilai GCG, diantaranya melalui penerapan keterbukaan informasi baik secara internal maupun eksternal. Hal ini mengacu kepada Undang-undang No. 14 Tahun 2008 tentang Keterbukaan Informasi Publik yang menyatakan, "bahwa keterbukaan Informasi Publik merupakan sarana dalam mengoptimalkan pengawasan publik terhadap penyelenggaraan Negara dan Badan Publik lainnya dan segala sesuatu yang berakibat pada kepentingan publik", dan sebagai pelaksanaan prinsip GCG.

Pelindo IV selalu memberikan informasi yang lengkap, bermanfaat dan termutakhir terkait pemberian informasi kepada pemegang saham dan para stakeholder. Pengungkapan informasi tersebut dilakukan oleh pejabat atau unit kerja sesuai dengan tugas, wewenang dan tanggung jawabnya yang dalam hal ini adalah Sekretaris Perusahaan.

Informasi-informasi yang relevan terkait Perseroan telah disampaikan melalui Laporan Manajemen Triwulanan dan Tahunan kepada Dewan Komisaris sebelum disampaikan kepada Pemegang Saham. Penyampaian Laporan Manajemen Tahunan kepada Pemegang Saham dan Dewan Komisaris senantiasa tepat waktu yaitu sesuai dengan ketentuan yang ditetapkan.

## Media Penyebarluasan Informasi

Pelindo IV memiliki beberapa media yang berfungsi sebagai saluran pendorong pengungkapan informasi secara *update*, transparan, adil, dan berimbang kepada Pemangku Kepentingan termasuk Pemegang Saham. Media-media tersebut adalah sebagai berikut:

- a. Situs Web  
Setiap Pemangku Kepentingan termasuk pemegang saham dapat mengakses secara mudah berbagai informasi mengenai Perseroan melalui alamat situs resmi Perseroan yaitu <http://inaport4.co.id/>. Publikasi informasi yang tersedia di website Perusahaan telah mengacu pada POJK No. 8 / POJK.04/2015 tentang Situs Web Emiten atau Perusahaan Publik.

Pelindo IV is always committed to implementing GCG values, including through the implementation of information disclosure, both internally and externally. This refers to Law No. 14 of 2008 concerning Public Information Disclosure which states, "that the disclosure of Public Information is a means of optimizing public supervision of the administration of the State and other Public Bodies and anything that has an impact on the public interest" and as part of the implementation of GCG principles.

Pelindo IV always provides complete, useful and up-to-date information regarding the provision of information to shareholders and stakeholders. Disclosure of information is carried out by officials or work units in accordance with their duties, authorities and responsibilities, in this case the Corporate Secretary.

Relevant information related to the Company has been submitted to the Board of Commissioners through the Quarterly and Annual Management Reports before being submitted to the Shareholders. The submission of the Annual Management Report to the Shareholders and the Board of Commissioners is always on time, that is, in accordance with the stipulated regulations.

## Media for Information Dissemination

Pelindo IV has several media that function as channels for disclosing information in an updated, transparent, fair and balanced manner to Stakeholders, including Shareholders. These media are as follows:

- a. Website  
Each Stakeholder, including shareholders, can easily access various information about the Company through the Company's official website address, <http://inaport4.co.id/>. Publication of information available on the Company's website refers to POJK No. 8 / POJK.04 / 2015 regarding Websites of Issuers or Public Companies.

Sebagai usaha untuk meningkatkan kualitas informasi dan berita terkini, Pelindo IV senantiasa memutakhirkan konten secara berkala dan berkelanjutan. Informasi yang disediakan dalam 2 (dua) bahasa yaitu Bahasa Indonesia dan Bahasa Inggris serta dapat dengan mudah diunduh oleh *stakeholders*.

- b. RUPS  
Sarana komunikasi Perseroan dengan pemegang saham untuk penyampaian informasi mengenai Perseroan, dan memungkinkan pemegang saham berpartisipasi dalam pengambilan keputusan yang memerlukan persetujuan pemegang saham.
- c. Email  
Alamat email resmi Perusahaan adalah sekper@inaport.co.id. Tujuan dibuatnya email adalah untuk menyampaikan dan mengetahui informasi terkini Perseroan yang dapat diakses dimana saja dan kapan saja.
- d. Media Cetak  
Media-media cetak yang dikeluarkan Perseroan terdiri dari company profile, leaflet, buku statistik, Laporan Tahunan, yaitu media-media yang mencakup seluruh kegiatan internal Perseroan yang perlu diketahui oleh Pemangku Kepentingan termasuk Pemegang Saham, serta publik secara umum.

## Transparansi Penyampaian Laporan Kepada Otoritas

Penyampaian keterbukaan informasi dalam bentuk transparansi penyampaian laporan keuangan merupakan pertanggungjawaban Perseroan kepada pemangku kepentingan. Penyampaian keterbukaan informasi tersebut sejalan dengan Undang-undang No. 14 Tahun 2008 tentang Keterbukaan Informasi Publik, Peraturan Bersama Menteri Keuangan dan Menteri BUMN No. 23/PMK.01/2007 dan No. PER-04/MBU/2007 tanggal 26 Februari 2007 tentang Penyampaian Ikhtisar Laporan Perusahaan Negara (LKPN) Pada Laporan Keuangan Pemerintah Pusat serta Peraturan OJK No.31/POJK.04/2015 tentang keterbukaan informasi dan fakta material oleh Emiten atau Perusahaan Publik.

To improve the quality of the latest information and news, Pelindo IV always updates the content periodically and continuously. Information is provided in 2 (two) languages, namely Indonesian and English, and can be easily downloaded by *stakeholders*.

- b. GMS  
A means of communication between the Company and shareholders to convey information about the Company and as a venue for shareholder participation in making decisions that require shareholder approval.
- c. E-mail  
The Company's official email is sekper@inaport.co.id. Email is used to deliver and obtain the latest Company information which can be accessed anywhere and anytime.
- d. Print media  
Print media issued by the Company consist of company profiles, leaflets, statistical books, Annual Reports, namely media that cover all internal activities of the Company that stakeholders, including Shareholders and the public, need to know in general.

## Transparency of Report Submission to Authorities

The delivery of information disclosure in the form of transparency in the delivery of financial reports is the responsibility of the Company to stakeholders. The disclosure of information disclosure is in line with Law No. 14 of 2008 concerning Public Information Disclosure, Joint Regulation of the Minister of Finance and Minister of BUMN No. 23 / PMK.01 / 2007 and No. PER-04 / MBU / 2007 dated February 26, 2007 concerning Submission of Summary of State Company Reports (LKPN) in Central Government Financial Reports and OJK Regulation No.31 / POJK.04 / 2015 concerning disclosure of material information and facts by Issuers or Public Companies.



Sebagai bentuk kepatuhan atas prinsip keterbukaan informasi tersebut, Perseroan senantiasa melakukan pelaporan informasi dan fakta material kepada Otoritas Pasar Modal yaitu Otoritas Jasa Keuangan dan Bursa Efek Indonesia. Perseroan juga selalu melakukan pelaporan Informasi baik melalui media surat tercatat maupun melalui e-reporting kepada OJK ([www.spe.ojk.go.id](http://www.spe.ojk.go.id)) dan BEI ([www.idxnet.co.id](http://www.idxnet.co.id)).

As a form of compliance with the principle of disclosure of information, the Company always reports material information and facts to the Capital Market Authority, namely the Financial Services Authority and the Indonesia Stock Exchange. The Company also always reports information both through registered mail and through e-reporting to the OJK ([www.spe.ojk.go.id](http://www.spe.ojk.go.id)) and the IDX ([www.idxnet.co.id](http://www.idxnet.co.id)).

LAPORAN	OJK	BEI	KEMENTERIAN BUMN Ministry of SOEs	REPORT
Laporan Keuangan Konsolidasian untuk periode berakhir 30 Juni 2018 dan Tahun Buku 2019	√	√	√	Consolidated Financial Statements for the period ended 30 June 2019 and 2019 Book Year
Laporan Tahunan	√	√	√	Annual Report
Bukti Iklan Laporan Keuangan	√	√		Substantiation of Financial Report Ads
Laporan Realisasi Penggunaan Dana Hasil Penawaran Umum Obligasi Periode Tahun 2019	√	√		Realization Report on the Use of Funds from the 2018 Period Public Offering of Bonds
Penyampaian Informasi Rapat Umum Pemegang Saham Tahunan Tahun Buku 2019	√	√		Submission of Information on the Annual General Meeting of Shareholders for 2019 Book Year
Penyampaian Informasi Hasil Rapat Umum Pemegang Saham Luar Biasa 2020	√	√		Submission of Information on the Results of the Extraordinary General Meeting of Shareholders 2020
Keterbukaan Informasi yang perlu diketahui publik konfirmasi terkait selisih Laporan	√	√		Information Disclosure that needs to be confirmed by the public regarding the difference in the Report
Keterbukaan Informasi yang perlu diketahui publik penyampaian Laporan Keuangan Tengah Tahunan 2020	√	√		Information Disclosure that the public needs to know about the submission of the 2020 Mid-Year Financial Report

## Mekanisme Penyebaran Informasi Dan Fakta Material

Guna penyampaian informasi dan fakta material ke publik, Perseroan melalui Sekretaris Perusahaan telah melakukan sosialisasi kepada para manajer untuk segera bertindak dan bereaksi terhadap perkembangan kondisi Perseroan yang berkaitan dengan kemungkinan adanya informasi atau fakta material yang harus disajikan ke publik. Sekretaris Perusahaan bertanggung jawab untuk memberikan rekomendasi kepada Direksi apakah suatu informasi atau suatu perkembangan dikategorikan sebagai informasi atau fakta material.

## Mechanism of Disseminating Material Information and Facts

In order to convey material information and facts to the public, the Company through its Corporate Secretary has conducted outreach to managers to immediately act and react to developments in the Company's conditions related to the possibility of material information or facts that must be presented to the public. The Corporate Secretary is responsible for providing recommendations to the Board of Directors regarding the categorization of information or developments as material information or facts.

Sepanjang tahun 2020, Perseroan telah menyampaikan seluruh laporan yang diwajibkan secara tepat waktu kepada regulator.

## Hubungan Dengan Pemangku Kepentingan

Pemangku kepentingan adalah pihak-pihak yang memiliki kepentingan dengan Perseroan baik langsung maupun tidak langsung. *Stakeholders* utama Perseroan adalah pemegang Saham. Sedangkan *Stakeholders* lainnya antara lain karyawan, pelanggan, penyedia barang dan jasa, kreditur, pemerintah, dan masyarakat sekitar tempat usaha.

### Prinsip Dasar

Perseroan menghormati hak setiap *Stakeholders* yang tercermin dalam kebijakan sebagai berikut :

- Pengelolaan *Stakeholders* diarahkan pada kepentingan bisnis Perseroan dengan tetap memperhatikan aturan main, dan praktek bisnis yang sehat dan beretika.
- Pengelolaan *Stakeholders* didasarkan pada prinsip-prinsip GCG, yaitu transparansi, akuntabilitas, responsibilitas, kemandirian, dan kewajaran.

### Pola Hubungan Dengan Stakeholders

Untuk mencapai keseimbangan dalam pengelolaan *Stakeholders*, Perseroan harus memperhatikan hak *Stakeholders* yang dapat timbul secara hukum karena peraturan perundangan, perjanjian/kontrak, nilai etika/moral, atau tanggung jawab sosial Perusahaan yang tidak bertentangan dengan aturan main Perseroan, untuk itu:

1. Perseroan mengkomunikasikan hak-hak para *Stakeholders* secara transparan, akurat, dan tepat waktu melalui Sekretaris Perusahaan atau pejabat yang ditunjuk untuk menjadi penghubung antara Perseroan dengan *Stakeholders*.
2. Perseroan mempunyai mekanisme untuk menampung dan menindaklanjuti saran dan keluhan dari *Stakeholders*.
3. Perseroan mendorong *Stakeholders* ikut berpartisipasi dalam penciptaan iklim yang kondusif untuk mentaati peraturan perundangan yang berlaku.
4. Perseroan memberikan kesempatan kepada masyarakat sekitar untuk bekerja di Pelindo IV sepanjang sesuai dengan kebutuhan dan standar mutu yang ditetapkan.

Throughout 2020, the Company has submitted all required reports in a timely manner to regulators.

## Relations with Stakeholders

*Stakeholders* are all parties who have an interest in the Company, either directly or indirectly. The main *stakeholders* of the Company are shareholders. Meanwhile, other *stakeholders* include employees, customers, providers of goods and services, creditors, government, and communities around the place of business.

### Basic Principles

The Company respects the rights of each *stakeholder* which is reflected in the following policies::

- *Stakeholders* management is directed at the Company's business interests while still paying attention to the rules and principles of sound and ethical business practices.
- *Stakeholders* management is based on GCG principles, namely transparency, accountability, responsibility, independence, and fairness.

### Patterns of Relationships with Stakeholders

To achieve a balance in the management of *Stakeholders*, the Company must pay attention to the *Stakeholders'* rights which may arise legally due to laws and regulations, agreements / contracts, ethical / moral values, or corporate social responsibility that do not conflict with Company regulations. Therefore,:

1. The Company communicates the rights of the *Stakeholders* in a transparent, accurate and timely manner through the Corporate Secretary or an official appointed to act as a liaison between the Company and the *Stakeholders*.
2. The company has a mechanism to accommodate and follow up suggestions and complaints from *stakeholders*.
3. The Company encourages *Stakeholders* to participate in creating a conducive climate to comply with applicable laws and regulations.
4. The company provides the opportunity for the surrounding community to work at Pelindo IV as long as it meets the needs and the quality standards set.

## PERKARA HUKUM

### LAWSUIT

Berikut ini adalah data perkara penting yang dihadapi oleh Pelindo IV pada periode tahun 2020:

The following is data on important cases faced by Pelindo IV in the 2020 period:

Rincian Perkara 2020 :

2020 Case Details:

JENIS PERKARA Type of Cases	JUMLAH PERKARA Number of Cases
Perkara Perdata / Civil Cases	5
Kasus Korupsi / Corruption Case	0
Kasus Hubungan Industrial / Industrial Relations Case	0
Kasus Lain-lain / Miscellaneous Cases	0

Penjelasan Kasus Hukum

Explanation of Legal Cases

No	Para Pihak The Parties	Pokok dan Nilai Perkara Principal and Case Value	Status Perkara Case Status	Upaya Manajemen Management Efforts	Pengaruh/ Risiko terhadap Impact / Risk on
1	Perdata No: 358/ Pdt.G/2019/PN.Mks Penggugat: Ibrahim Dg. Sitaba Tergugat: Ince Baharuddin Ince Rahmawati PT Pelindo IV (Persero) PT Pertamina (Persero) Pemkot Makassar BPN Kota Makassar Civil No: 358 / Pdt.G / 2019 / PN.Mks Plaintiff: Ibrahim Dg. Sitaba Defendant: Ince Baharuddin Ince Rahmawati PT Pelindo IV (Persero) PT Pertamina (Persero) Makassar City Government BPN City of Makassar	Klaim sebidang tanah PT Pelindo IV (Persero) seluas 60.669 m2 yang disewakan kepada PT Pertamina (Persero) yang berlokasi di area Pelabuhan Makassar berdasarkan Sertipikat HPL No. 1/Ujung Tanah 1993 a.n. PT Pelindo IV (Persero).  Nilai Perkara : Rp140 Miliar. Claims for a plot of land of PT Pelindo IV (Persero) covering an area of 60,669 m2 leased to PT Pertamina (Persero) which is located in the Makassar Port area based on HPL Certificate No. 1 / Ujung Tanah 1993 on behalf of PT Pelindo IV (Persero).  Case Value: IDR 140 billion.	Telah putus pada tingkat Pengadilan Negeri dan Pengadilan Tinggi dimana PT Pelindo IV (Persero) dinyatakan menang. The decision at the District Court and High Court level won PT Pelindo IV (Persero).	Saat ini dalam proses Kasasi di Mahkamah Agung yang diajukan oleh Penggugat, dan Perseroan akan memaksimalkan dalam Kontra Memori Kasasi. Currently in the process of Cassation in the Supreme Court submitted by the Plaintiff. The Company will maximize the Counter Cassation Memory.	Tidak ada pengaruh dan/ atau risiko signifikan terhadap kondisi keuangan dan kelanjutan usaha Perseroan. There is no significant impact and / or risk to the financial condition and business continuity of the Company.

No	Para Pihak The Parties	Pokok dan Nilai Perkara Principal and Case Value	Status Perkara Case Status	Upaya Manajemen Management Efforts	Pengaruh/ Risiko terhadap Impact / Risk on
2	Perdata No: 180/ Pdt.G/2015/PN.Bit Penggugat: Freddy Awondatu Agus Royke Awondatu Tergugat: PT Pelindo IV (Persero) Civil No: 180 / Pdt.G / 2015 / PN.Bit Plaintiff: Freddy Awondatu Agus Royke Awondatu Defendant: PT Pelindo IV (Persero)	Klaim tanah Pelabuhan Bitung seluas 3,4 Ha. Nilai Perkara : Rp2,3 Triliun. <b>Land claims in Bitung Port covering an area of 3.4 hectares. Case Value: IDR 2.3 Trillion.</b>	Telah putus pada tingkat Pengadilan Negeri dan Pengadilan Tinggi dimana PT Pelindo IV (Persero) dinyatakan menang. <b>The decision at the District Court and High Court level won PT Pelindo IV (Persero).</b>	Saat ini dalam proses Kasasi di Mahkamah Agung yang diajukan oleh Penggugat. <b>Currently in the process of Cassation in the Supreme Court submitted by the Plaintiff.</b>	Tidak ada pengaruh dan/ atau risiko signifikan terhadap kondisi keuangan dan kelanjutan usaha Perseroan. <b>There is no significant impact and / or risk to the financial condition and business continuity of the Company.</b>
3	Perdata No: 180/ Pdt.G/2016/PN.Mks Penggugat: H. Abdul Azis Kadir, dkk Tergugat: PT Pelindo IV (Persero), dkk Civil No: 180 / Pdt.G / 2016 / PN.Mks Plaintiff: H. Abdul Azis Kadir, et al Defendant: PT Pelindo IV (Persero), et al	Klaim tanah PT Pelindo IV (Persero) seluas 5.188 m2 yang berlokasi di Jl. Kalukubodoa, Sinassara, Makassar berdasarkan Sertipikat HGB No. 165/ Kalukubodoa a.n. PT Pelindo IV (Persero). <b>PT Pelindo IV (Persero) land claims covering an area of 5,188 m2 located on Jl. Kalukubodoa, Sinassara, Makassar based on HGB Certificate No. 165 / Kalukubodoa on behalf of PT Pelindo IV (Persero).</b>	Telah putus pada semua tingkatan peradilan dimana PT Pelindo IV (Persero) dinyatakan menang. <b>Decisions at all levels of the judiciary won PT Pelindo IV (Persero).</b>	-	Tidak ada pengaruh dan/ atau risiko terhadap kondisi keuangan dan kelanjutan usaha Perseroan. <b>There is no impact and / or risk on the financial condition and business continuity of the Company.</b>

No	Para Pihak The Parties	Pokok dan Nilai Perkara Principal and Case Value	Status Perkara Case Status	Upaya Manajemen Management Efforts	Pengaruh/ Risiko terhadap Impact / Risk on
4	Perdata No: 384/Pdt.G/2017/ PN.Mdo Penggugat: Makis Sasambe (PT Dian Osiania Indonesia) Tergugat: PT Pelindo IV (Persero) Civil No: 384 / Pdt.G / 2017 / PN.Mdo Plaintiff: Makis Sasambe (PT Dian Osiania Indonesia) Defendant: PT Pelindo IV (Persero)	Klaim kebocoran/ kerusakan kapal Penggugat yang bertambat di Pelabuhan Manado. Nilai Perkara : Rp 82,6 Miliar. Claim for leakage / damage to the Plaintiff's ship moored at the Port of Manado. Case Value: IDR 82.6 Billion.	Telah putus pada tingkat Pengadilan Negeri dan Pengadilan Tinggi dimana PT Pelindo IV (Persero) dinyatakan menang. The decision at the District Court and High Court level won PT Pelindo IV (Persero).	Saat ini dalam proses Kasasi di Mahkamah Agung yang diajukan oleh Penggugat. Currently in the process of Cassation in the Supreme Court submitted by the Plaintiff.	Tidak ada pengaruh dan/ atau risiko signifikan terhadap kondisi keuangan dan kelanjutan usaha Perseroan. There is no significant impact and / or risk to the financial condition and business continuity of the Company.
5	Perdata No: 11/Pdt.G/2020/ PN.Mks Penggugat: Fredrik Rumbobiar Tergugat: PT Pelindo IV (Persero) Civil No: 11 / Pdt.G / 2020 / PN.Mks Plaintiff: Fredrik Rumbobiar Defendant: PT Pelindo IV (Persero)	Klaim tanah adat terhadap tanah PT Pelindo IV (Persero) di Pelabuhan Manokwari seluas 19.662 m2. Customary land claims against PT Pelindo IV (Persero) 's land in Manokwari Port covering an area of 19,662 m2.	Telah putus pada tingkat Pengadilan Negeri dimana PT Pelindo IV (Persero) dinyatakan menang dan tidak ada upaya hukum dari Penggugat. The decision at the District Court level won PT Pelindo IV (Persero) and there was no legal remedy from the Plaintiff.	-	Tidak ada pengaruh dan/ atau risiko terhadap kondisi keuangan dan kelanjutan usaha Perseroan. There is no impact and / or risk on the financial condition and business continuity of the Company.



## Perkara di Anak Perusahaan

Sepanjang tahun 2020, tidak ada perkara hukum yang dihadapi oleh Anak Perusahaan maupun terkait dengan Dewan Komisaris dan Direksi Anak Perusahaan.

Perkara di Anak Perusahaan per 31 Desember 2020

No	Nama dan Alamat Perusahaan Company Name and Address	Ada /Tidak ada Perkara Case Existence / No Case	Nilai Gugatan Claim Value
1	PT Kariangau Kaltim Terminal	Ada (1 perkara perdata No. 103/Pdt.G/2016/PN.Bpp) Exist (1 civil case No. 103/Pdt.G/2016/PN.Bpp)	Rp22.658.160.000,- (dua puluh dua milyar enam ratus lima puluh delapan juta seratus enam puluh ribu rupiah). Rp22.658.160.000, - (twenty-two billion six hundred and fifty-eight million one hundred sixty thousand rupiah).
2	PT Equiport Inti Indonesia	Nihil None	Nihil None
3	PT Nusantara Terminal Services	Nihil None	Nihil None

## Pengaruh Terhadap Kondisi Perusahaan

Dari perkara penting yang dihadapi perseroan selama tahun 2020, tidak terdapat perkara yang akan berdampak negatif bagi kondisi keuangan dan kelanjutan usaha perseroan.

## Perkara Penting Yang Sedang Dihadapi Direksi dan Dewan Komisaris yang Sedang Menjabat

Sepanjang tahun 2020, Perseroan, Direksi dan Dewan Komisaris, menghadapi gugatan atau kasus hukum di pengadilan dan/atau lembaga arbitrase atau kasus signifikan, baik dalam pidana, perdata, namun tidak berdampak material pada kelangsungan bisnis Perseroan bersama dengan asetnya.

## Sanksi Administratif

Pada tahun 2020, Perseroan tidak mendapatkan sanksi Administrasi baik dari Regulator maupun Pemerintah.

## Cases in Subsidiaries

Throughout 2020, there were no legal cases faced by the Subsidiaries or related to the Board of Commissioners and Directors of the Subsidiaries.

Cases in Subsidiaries as of December 31, 2020

## Influence on Company Conditions

Of the important cases faced by the company during 2020, none of them had a negative impact on the company's financial condition and business continuity.

## Important Cases Faced by the Current Directors and Board of Commissioners

Throughout 2020, the Company, the Board of Directors and the Board of Commissioners faced lawsuits or legal cases in courts and / or arbitration institutions or significant cases, whether criminal or civil, but did not have a material impact on the business continuity or assets of the Company.

## Administrative Sanctions

In 2020, there were no administrative sanctions against the Company, either from the Regulator or the Government.

## Dampak Terhadap Perseroan

Permasalahan hukum perdata dan pidana selama tahun laporan dan telah diajukan melalui proses hukum, pengaruhnya terhadap Perseroan tidak signifikan karena telah melalui proses mitigasi. Selain itu tidak ada sanksi administratif yang dijatuhkan terhadap Perseroan, Anggota Direksi dan Anggota Dewan Komisaris sejauh dengan penanganan perkara.

## Impact on the Company

Civil and criminal legal issues during the reporting year that have been filed through the legal process do not have an insignificant effect on the Company after having gone through the mitigation process. In addition, there are no administrative sanctions imposed on the Company, Members of the Board of Directors and Members of the Board of Commissioners as far as case handling is concerned.

## PEDOMAN ETIKA PERSEROAN

### COMPANY ETHICS GUIDELINES



**Perseroan menyadari arti pentingnya implementasi Good Corporate Governance (GCG) sebagai salah satu alat untuk meningkatkan nilai dan pertumbuhan bisnis jangka panjang secara berkesinambungan.**

*The Company realizes the important role of implementing Good Corporate Governance (GCG) in increasing value and long-term business growth in a sustainable manner*

#### KEBERADAAN PEDOMAN ETIKA PERSEROAN

Perseroan menyadari arti pentingnya implementasi Good Corporate Governance (GCG) sebagai salah satu alat untuk meningkatkan nilai dan pertumbuhan bisnis jangka panjang secara berkesinambungan tidak hanya bagi Pemegang saham (shareholders) namun juga segenap Pemangku Kepentingan (stakeholders). Untuk itulah, Perseroan berkomitmen mengimplementasikan GCG secara konsisten yang salah satunya dilakukan melalui penerapan "Pedoman Etika dan Perilaku" (Code of Conduct- COC).

Penerapan COC Perseroan merupakan tanggung jawab seluruh manajemen Perseroan mencakup seluruh karyawan yang berada di bawah Perseroan dan Dewan Komisaris, Direksi, organ penunjang Dewan Komisaris. Penerapan Pedoman Etika dan Perilaku Perseroan diharapkan dapat mendorong terwujudnya perilaku yang profesional, menjunjung tinggi integritas, bertanggung jawab dan berkomitmen untuk mengimplementasikannya.

Pedoman Etik Perseroan ditandatangani secara bersama oleh anggota Dewan Komisaris dan Direksi, yang terdiri dari Pedoman Perilaku hubungan antara anggota

#### THE EXISTENCE OF COMPANY ETHICS GUIDELINES

The Company realizes the important role of implementing Good Corporate Governance (GCG) in increasing value and long-term business growth in a sustainable manner, not only for shareholders but also for all stakeholders. Therefore, the Company is committed to implementing GCG consistently, one of which is through the implementation of the Code of Conduct (COC).

The implementation of the Company's COC is the responsibility of the entire management of the Company which includes all employees who are under the Company and the Board of Commissioners, the Board of Directors, and the supporting organs of the Board of Commissioners. It is hoped that the implementation of the Code of Ethics and Behavior of the Company will encourage professional behavior, high integrity, responsibility and commitment to implementing it.

The Company's Code of Ethics is signed jointly by members of the Board of Commissioners and the Board of Directors, which consists of a Code of Conduct for relationships

Perseroan, Pedoman Perilaku hubungan dengan Pemegang Saham, Pedoman Perilaku hubungan dengan Pelanggan dan mitra Kerja, Pedoman Perilaku hubungan dengan Pemerintah, Pedoman Perilaku Keselamatan Kerja serta lingkungan hidup dan Pedoman perilaku Perlindungan aset Perseroan sebagai bagian dari usaha pencapaian Visi dan misi Perseroan.

## OBJEK PEDOMAN ETIKA PERSEROAN

Standar Etika Perusahaan wajib dipatuhi dan dilaksanakan oleh:

1. Seluruh Insan Pelindo IV di semua level termasuk Dewan Komisaris, Direksi dan Organ Penunjang Dewan Komisaris;
2. Tenaga Kerja Waktu Tertentu (TKWT), tenaga kerja Outsourcing dan seluruh pihak yang bertindak untuk dan atas nama Pelindo IV;
3. Direksi, Dewan Komisaris serta Pegawai Anak Perusahaan dan afiliasi di bawah pengendalian;
4. Investor Pelindo IV (Pemegang Saham/ Shareholders); dan
5. Mitra Kerja Pelindo IV seperti kontraktor, konsultan, media, pengacara, serta rekanan kerja lainnya.

## ISI CODE OF CONDUCT (COC)

Pedoman Perilaku (Code of Conduct) mengikat untuk dipatuhi oleh Dewan Komisaris, Direksi, dan seluruh pegawai Pelindo-4, ditandai dengan penandatanganan Pakta Integritas dan Pernyataan Kepatuhan Insan yang diperbaharui setiap tahun.

Pedoman Perilaku disebarluaskan kepada seluruh pegawai melalui beberapa cara, yakni kunjungan langsung ke cabang, publikasi di media Perseroan Kabar 4 dan website [www.inaport4.co.id](http://www.inaport4.co.id).

Pedoman Perilaku mengatur hal penting sebagai berikut:

1. Etika dan perilaku pegawai, yang meliputi:
  - a. Hubungan Perseroan dengan Pegawai;
  - b. Hubungan antar Pegawai;
  - c. Sikap dan Perilaku Individu;
  - d. Sikap dan Tanggung-jawab Pimpinan
  - e. Sikap dan Tanggung-jawab Bawahan.

between members of the Company, a Code of Conduct for relationships with Shareholders, a Code of Conduct for relationships with Customers and Work partners, a Code of Conduct for relations with the Government, a Code of Conduct for Work Safety and Environment and Code of Conduct for The Protection of The Company's Assets as part of the effort to achieve the Company's vision and mission.

## OBJECT OF THE COMPANY'S ETHICS GUIDELINES

Company Ethical Standards must be adhered to and implemented by:

1. All Pelindo IV personnel at all levels, including the Board of Commissioners, the Board of Directors and the Supporting Organs of the Board of Commissioners;
2. Fixed Time Workers (TKWT), Outsourcing workers, and all parties acting for and on behalf of Pelindo IV;
3. Board of Directors, Board of Commissioners and Employees of Subsidiaries and affiliates under control;
4. Pelindo IV Investors (Shareholders); and
5. Pelindo IV Work Partners, such as contractors, consultants, media, lawyers, and other partners.

## CONTENT CODE OF CONDUCT (COC)

The Code of Conduct is binding to be obeyed by the Board of Commissioners, Board of Directors, and all Pelindo-4 employees, marked by the signing of the Integrity Pact and the Personnel Compliance Statement which is updated every year.

The Code of Conduct is disseminated to all employees in various ways, namely direct visits to branches, publications in the Company's media, Kabar 4, and the website [www.inaport4.co.id](http://www.inaport4.co.id).

The Code of Conduct regulates the following important matters:

2. Employee ethics and behavior, which includes:
  - a. Relationship between the Company and Employees;
  - b. Relations between employees;
  - c. Attitude and Individual Behavior;
  - d. Attitudes and Responsibilities of Leaders
  - e. Attitudes and Responsibilities of Subordinates.

2. Etika usaha
  - a. Etika terhadap Pelanggan
  - b. Etika terhadap Pemasok
  - c. Etika terhadap Kreditor
  - d. Etika terhadap Media Massa
3. Hak Kekayaan Intelektual
4. Pencatatan dan Pelaporan Keuangan;
5. Pengamanan aset Perseroan;
6. Kerahasiaan Informasi.
7. Benturan Kepentingan, yang meliputi:
  - a. Kepatuhan terhadap Hukum, Peraturan, dan Kebijakan Pelindo-4;
  - b. Benturan Kepentingan;
  - c. Hubungan Perseroan dengan Pemerintah;
  - d. Tanggung-jawab Sosial kepada Masyarakat;
  - e. Hadiah, Jamuan, dan Donasi;
  - f. Suap;
  - g. Kontribusi dan Aktivitas Politik.
8. Sistem Pelaporan Dugaan Pelanggaran.
9. Penegakan sanksi dan penutup.

Setiap pelanggaran terhadap Pedoman Perilaku akan dikenakan sanksi berdasarkan Keputusan Direksi nomor KD 18 Tahun 2005 tanggal 1 Agustus 2005 dan Peraturan Direksi nomor PD 30 Tahun 2011 tanggal 21 Maret 2011 tentang Peraturan Disiplin Pegawai.

Tidak ada jumlah pelanggaran kode etik yang tercatat sepanjang tahun 2020

## SOSIALISASI KODE ETIK

Perseroan berupaya secara konsisten untuk memastikan agar Kode Etik diketahui dan dilaksanakan di setiap jenjang organisasi.

Untuk itu, sosialisasi Kode Etik dilakukan secara berjenjang, mulai dari level tertinggi di dalam berbagai forum leaders hingga level karyawan oleh pimpinan di masing-masing divisi. Hal ini dilakukan agar peran leader sebagai role model dalam mematuhi setiap butir Kode Etik dapat memotivasi karyawan untuk melakukan hal yang sama.

2. Business ethics
  - a. Ethics towards Customers
  - b. Ethics towards Suppliers
  - c. Ethics towards Creditors
  - d. Ethics towards Mass Media
3. Intellectual property rights
4. Financial Recording and Reporting;
5. Security of Company's Assets;
6. Confidentiality of Information.
7. Conflict of Interest, which includes:
  - a. Compliance with Laws, Regulations and Policies of Pelindo-4;
  - b. Conflict of Interest;
  - c. Relationship between the Company and the Government;
  - d. Social Responsibility to the Community;
  - e. Gifts, Meals and Donations;
  - f. Bribery;
  - g. Political Activities and Contributions.
8. Reporting System for Alleged Violations.
9. Enforcement of sanctions and Closing.

Any violation of the Code of Conduct will be subject to sanctions based on Directors Decree number KD 18 Year 2005 dated August 1, 2005 and Directors Regulation Number PD 30 Year 2011 dated March 21, 2011 concerning Employee Discipline Regulations.

No breaches of the code of conduct were recorded throughout 2020

## CODE OF CONDUCT SOCIALIZATION

The Company consistently ensures that the Code of Ethics is well understood and implemented at every level of the organization.

For this reason, the socialization of the Code of Ethics is carried out in stages, starting from the highest level in various leaders' forums to the employee level by leaders in each division. The attitude of leaders who adhere to the Code of Ethics will become a role model and motivate employees to do the same.



Dalam hal ini Perseroan berkomitmen untuk melaksanakan sosialisasi secara efektif dan menyeluruh dengan memperhatikan hal-hal sebagai berikut:

1. Menyampaikan Pedoman Etika dan Perilaku ke seluruh anggota Perseroan dan dalam program orientasi karyawan sesuai dengan program yang diselenggarakan oleh Perseroan;
2. Mengaitkan penerapan Pedoman Etika dan Perilaku sebagai bagian tidak terpisahkan dari praktek bisnis dan penilaian kinerja seluruh anggota Perseroan;
3. Mengembangkan Pedoman Etika dan Perilaku dan jika diperlukan dapat dijabarkan lebih lanjut dalam berbagai kebijakan dan peraturan Perseroan;
4. Melengkapi Peraturan Perseroan dengan sanksi atas pelanggaran yang terjadi dan membangun sistem untuk memantau penerapan Pedoman Etika dan Perilaku sesuai dengan perkembangan bisnis yang berlaku.

## PERNYATAAN KODE ETIK BERLAKU DI SELURUH LEVEL ORGANISASI PERSEROAN

Code of Conduct adalah aturan atau tata tertib terdasar dalam Perseroan yang harus dipatuhi segenap karyawan, termasuk jajaran Direksi maupun Dewan Komisaris. Pengelolaan Perseroan tidak dapat dilepaskan dari aturan-aturan main yang didasari pada aturan hukum, moral dan etika yang berlaku. Karena itu Code of Conduct senantiasa akan disempurnakan atau diselaraskan, sesuai dengan kondisi Perseroan dan kondisi masyarakat.

## PENYEBARLUASAN, PENERAPAN DAN PENEGAKAN ETIKA PERSEROAN

Perseroan berupaya secara konsisten untuk memastikan agar Kode Etik diketahui dan dilaksanakan di setiap jenjang organisasi.

Selain itu, informasi dan ulasan mengenai Kode Etik juga dicantumkan melalui website internal, dalam hal upaya penegakan Kode Etik, Perseroan menetapkan dan mengaturnya di dalam Perjanjian Kerja Bersama (PKB) dan Kebijakan Pemberian Sanksi.

Sanksi terhadap pelanggaran Kode Etik dapat berbentuk sanksi administrasi, teguran lisan, surat peringatan, ganti rugi, hingga pemutusan hubungan kerja yang diberikan

The Company is committed to carrying out the outreach in an effective and comprehensive manner by taking into account the following matters:

1. Delivering the Code of Ethics and Behavior to all members of the Company and in employee orientation programs in accordance with the programs organized by the Company;
2. Linking the implementation of the Code of Ethics and Behavior as an integral part of business practices and performance appraisals for all members of the Company;
3. Develop Ethics and Conduct Guidelines and if necessary, further elaborate them through various Company policies and regulations;
4. Complement the Company Regulations with sanctions for violations and build a monitoring system for the implementation of the Code of Ethics and Behavior in accordance with applicable business developments.

## CODE OF CONDUCT STATEMENT APPLIES AT ALL LEVELS OF THE COMPANY ORGANIZATION

Code of Conduct refers to the set of basic regulations or principles in the Company that shall be complied by all employees, including the Board of Directors and Board of Commissioners. Management of the Company is engaged with the rule of the game that adapts the prevailing Law, moral and ethics. Therefore, the Code of Conducts will always be improved or aligned based on the condition of the Company and society.

## DISSEMINATION, IMPLEMENTATION AND ENFORCEMENT OF CODE OF CONDUCTS

The Company seeks to consistently ensure that Code of Conducts to be acknowledged and implemented at all organization levels.

In addition, information and discussion about Code of Conducts is also published via an internal website, as an effort to enforce Code of Conducts, the Company stipulates the Code in Joint Working Agreement (PKB) and Punishment Policy.

Sanctions for violations of the Code of Ethics can be in the form of administrative sanctions, verbal warnings, warning letters, compensation, and even termination of

kepada pelaku pelanggaran disesuaikan dengan berat dan ringannya pelanggaran yang terjadi serta dengan mempertimbangkan upaya pelaku untuk memperbaiki diri.

Kode Etik senantiasa akan disempurnakan atau diselaraskan sesuai dengan kondisi Perseroan maupun kondisi masyarakat.

## PENGUKURAN PEMAHAMAN KODE ETIK PERUSAHAAN

Pengukuran atas pemahaman Kode Etik Perusahaan dilakukan untuk mengetahui sejauh mana Insan Pelindo IV telah menyadari dan memahami mengenai implementasi GCG, Etika Perusahaan di area kerja masing-masing serta bagaimana Insan Pelindo IV memahami mekanisme pelaporan atas pelanggaran terhadap Etika Perusahaan Perusahaan. Pengukuran Pemahaman Etika Perusahaan menjadi bagian dalam Key Performance Indicator (KPI) masing-masing Divisi/ Unit/ Unit Bisnis.

Tingkat pemahaman Insan Pelindo IV terhadap implementasi Etika Perusahaan adalah BAIK.

## UPAYA PENEGAKAN KODE ETIK DAN JENIS SANKSI

Perseroan senantiasa mendorong setiap karyawan untuk selalu mematuhi Kode Etik sekaligus saling mengingatkan satu sama lain untuk bekerja dengan fokus, profesional dan beretika di lingkup kerja masing-masing.

Bila terdapat pelanggaran terhadap Kode Etik oleh karyawan, Bank dapat memberikan sanksi dengan memperhatikan kesalahan yang terjadi serta dampak kerugian yang timbul secara reputasi maupun materiil serta upaya pelaku pelanggaran untuk memperbaiki diri. Bentuk sanksi yang diberikan berupa:

1. Teguran lisan yang dituangkan dalam coaching form
2. Surat peringatan
3. Denda dan atau ganti kerugian
4. Demosi
5. Surat pembebasan tugas sementara
6. Skorsing
7. Pemutusan hubungan kerja

employment with the perpetrators taking into account the level of violations that occurred and the perpetrator's determination to redeem himself.

The Code of Conducts will be continuously improved and adjusted with condition of the Company and society

## MEASUREMENT OF UNDERSTANDING OF CORPORATE CODE OF CONDUCT

Measurement of understanding of the Company's Code of Ethics is carried out to determine the level of awareness and understanding of Pelindo IV personnel on the implementation of GCG, Company Ethics in their respective work areas as well as reporting mechanisms for violations of the Company's Company Ethics. Measurement of the Company's Ethical Understanding is part of the Key Performance Indicator (KPI) of each Division / Unit / Business Unit.

The level of understanding of Pelindo IV personnel on the implementation of Company Ethics is GOOD.

## CODE OF CONDUCT ENFORCEMENT EFFORTS AND TYPES OF SANCTIONS

The Company encourages every employee to always comply with the Code of Ethics while at the same time reminding each other to work with focus, professionalism and ethics in their respective scope of work.

In the event of a violation of the Code of Ethics by an employee, the Company can impose sanctions by taking into account the magnitude of the error that occurred and the impact of the losses incurred, both in reputation and material, as well as the seriousness of the offender to improve himself. The form of sanctions given is in the form of:

1. Verbal reprimand as outlined in the coaching form
2. Warning letter
3. Fines and or compensation
4. Demotion
5. Temporary duty exemption letter
6. Suspension
7. Work termination

Selain dalam bentuk di atas, pemberian sanksi terhadap pelanggaran Kode Etik dapat juga berpengaruh terhadap pemberian benefit, pinjaman, penyesuaian kompensasi ataupun promosi jabatan karyawan. Tindakan hukum akan diberikan bila pelanggaran dianggap bersifat materiil, seperti korupsi atau fraud.

## SANKSI YANG DIBERIKAN SELAMA TAHUN 2020

Sepanjang tahun 2020, tidak terdapat sanksi yang diberikan atas dugaan pelanggaran code of conduct.

## PENANDATANGANAN KOMITMEN STANDAR ETIKA PERUSAHAAN

Sebagai bentuk komitmen tersebut, Standar Etika Perusahaan wajib ditandatangani setiap tahunnya oleh seluruh Insan Pelindo IV. Pada tahun 2020, persentase pemberian komitmen atas Kode Etik Perusahaan mencapai 100% yang membuktikan bahwa seluruh Insan Pelindo

## PANDUAN GOOD CORPORATE GOVERNANCE

Panduan ini merupakan kristalisasi dari kaidah-kaidah GCG, peraturan perundang-undangan yang berlaku, Peraturan Menteri Negara BUMN no. PER-01/mBu/2011, tentang Penerapan Tata Kelola Perusahaan yang Baik (GCG) pada BUMN, sebagaimana telah disempurnakan dengan Peraturan Meneg BUMN no. PER-09/mBu/2012, nilai-nilai budaya Perseroan yang dianut selama ini, Visi dan misi Perseroan, serta praktik-praktik terbaik GCG. GCG (biasa disebut dengan "Tata Kelola Perusahaan yang Baik") yang selanjutnya disebut GCG adalah prinsip-prinsip yang mendasari suatu proses dan mekanisme pengelolaan perusahaan berlandaskan peraturan perundang-undangan dan etika berusaha. Panduan ini merupakan salah satu acuan kerja bagi Dewan Komisaris, Direksi, dan Pegawai Perseroan, sehingga diharapkan akan tercapai standar kerja yang tinggi selaras dengan prinsip-prinsip GCG.

Dalam rangka penerapan GCG, Direksi menyusun pula Board Manual, manual tentang manajemen risiko, sistem pengendalian intern, sistem pengawasan intern,

Apart from the above forms, the imposition of sanctions for violations of the Code of Ethics can also affect the provision of benefits, loans, compensation adjustments or promotion of employee positions. Legal action will be given if the violation is considered material in nature, such as corruption or fraud.

## SANCTIONS GIVEN DURING 2020

Throughout 2020, there were no sanctions given for alleged violations of the code of conduct.

## SIGNING OF COMMITMENT TO THE COMPANY'S ETHICAL STANDARDS

As a form of commitment, the Company's Ethical Standards must be signed annually by all Pelindo IV personnel. In 2020, the percentage of those who commit to the Company's Code of Conduct will reach 100% which means all Pelindo personnel.

## GOOD CORPORATE GOVERNANCE GUIDE

This guide is a crystallization of GCG principles, applicable laws and regulations, SOEs Ministerial Regulation No. PER-01 / mBu / 2011 concerning the Implementation of Good Corporate Governance (GCG) in SOEs as has been enhanced by SOEs Ministerial Regulation No. PER-09 / mBu / 2012, the Company's cultural values that have been adopted so far, the Company's vision and mission, and the best GCG practices. Good Corporate Governance, hereinafter referred to as GCG, is the principles that underlie a company management process and mechanism based on statutory regulations and business ethics. This guideline is one of the working references for the Board of Commissioners, Directors and Employees of the Company so that it is hoped that high work standards will be achieved and in line with the principles of GCG.

In the context of GCG implementation, the Board of Directors has also compiled a Board Manual, a manual on risk management, an internal control system, an internal

mekanisme pelaporan atas dugaan penyimpangan pada Perseroan, tata kelola teknologi informasi, dan Pedoman Perilaku (*Code of Conduct*).

## ISI PANDUAN GCG

Panduan GCG mengatur hal berikut:

1. Tujuan GCG.
2. Organ Perseroan, terdiri dari:
  - a. Organ Perseroan dan hubungan antar Organ;
  - b. Rapat Umum Pemegang Saham (RUPS);
  - c. Dewan Komisaris (Dekom), yang meliputi:
    - 1) Komposisi Dekom;
    - 2) Kriteria Anggota Dekom;
    - 3) Anggota Dewan Komisaris Independen;
    - 4) Rapat Dekom;
    - 5) Kinerja Dekom;
    - 6) Larangan Dekom untuk mengambil keuntungan pribadi;
    - 7) Hubungan kerja Dekom dengan Direksi;
    - 8) Organ Pendukung Dekom.
  - d. Direksi, yang meliputi:
    - 1) Kriteria Anggota Direksi;
    - 2) Rencana Jangka Panjang dan Rencana Kerja dan anggaran Perusahaan;
    - 3) Penyelenggaraan daftar-daftar dan dokumen oleh Direksi;
    - 4) Larangan mengambil keuntungan pribadi;
    - 5) Rapat Direksi;
    - 6) Kebijakan menggunakan saran profesional;
    - 7) Kinerja Direksi;
    - 8) Manajemen risiko;
  - e. Sekretaris Perusahaan
3. Standar akuntansi dan Pengendalian Internal
4. Kebijakan Perseroan, yang meliputi:
  - a. Integritas dalam aktivitas bisnis dan pekerjaan;
  - b. Hubungan dengan pemegang saham;
  - c. Hubungan dengan konsumen;
  - d. Pegawai dan hubungan industrial;
  - e. Kesehatan dan keselamatan kerja serta lingkungan;
  - f. Kemitraan dengan masyarakat;
  - g. Keterlibatan dalam politik;

supervisory system, a reporting mechanism for alleged irregularities in the Company, information technology governance, and a Code of Conduct.

## CONTENTS OF GCG GUIDELINES

The GCG Guidelines govern the following:

1. GCG objectives.
2. Company Organs, consisting of:
  - a. Company Organs and the relationship between Organs;
  - b. General Meeting of Shareholders (GMS);
  - c. Board of Commissioners (BOC), which includes:
    - 1) BOC composition;
    - 2) Criteria for members of the BOC;
    - 3) Member of the BOC Independent;
    - 4) BOC Meeting;
    - 5) BOC performance;
    - 6) The prohibition of BOC to take personal gain;
    - 7) Dekom work relationship with the BOD
    - 8) Supporting Organs of BOC.
  - d. Board of Directors, which includes:
    - 1) Criteria for members of the Board of Directors;
    - 2) Long Term Plan and Work Plan and Company budget;
    - 3) Maintenance of lists and documents by the Board of Directors;
    - 4) Prohibition of taking personal gain;
    - 5) Board of Directors Meetings;
    - 6) Policy on using professional advice;
    - 7) Performance of the Board of Directors;
    - 8) Risk management;
  - e. Company Secretary
3. Accounting Standards and Internal Control
4. Company policies, which include:
  - a. Integrity in business and work activities;
  - b. Relations with shareholders;
  - c. Relations with consumers;
  - d. Employees and industrial relations;
  - e. Occupational health and safety and the environment;
  - f. Partnership with the community;
  - g. involvement in politics;

- h. Manajemen risiko;
- i. Pernyataan palsu, klaim palsu, dan konspirasi;
- j. Benturan kepentingan;
- k. Hadiah;
- l. Suap;
- m. Hubungan dengan pejabat dan karyawan pemerintah;
- n. Data perusahaan dan kerahasiaan informasi;
- o. Keterbukaan informasi;
- p. Penyelewengan dan penyimpangan sejenisnya;
- q. Pengukuran terhadap penerapan GCG;
- r. Pelaporan pelanggaran Panduan GCG.

- h. Risk management;
- i. Fake statements, false claims and conspiracies;
- j. Conflict of interest;
- k. Prizes;
- l. Bribes;
- m. Relationships with government officials and employees;
- n. Company data and confidentiality of information;
- o. Information disclosure;
- p. Diversion and similar deviation;
- q. Measuring the implementation of GCG;
- r. Reporting violations of the GCG Guidelines.

## TRANSAKSI BENTURAN KEPENTINGAN

Dalam melakukan suatu transaksi afiliasi Insan Perusahaan harus dilandasi prinsip keterbukaan dan akuntabilitas. Perseroan juga harus menyampaikan laporan kepada OJK serta mengumumkan informasi tersebut kepada masyarakat sesuai ketentuan yang diatur dalam peraturan perundang-undangan yang berlaku. Terkait kebijakan benturan kepentingan, Perseroan mengacu pada Peraturan Direksi nomor PD 30 Tahun 2015 tentang Pedoman Perilaku (Code of Conduct) di lingkungan PT Pelabuhan Indonesia IV (Persero) dan PD 21 Tahun 2015 tentang Pedoman Pengendalian Gratifikasi di lingkungan PT Pelabuhan Indonesia IV (Persero).

Sepanjang tahun 2020, tidak terdapat transaksi yang mengandung unsur benturan kepentingan.

## BENTURAN KEPENTINGAN

Benturan kepentingan didefinisikan sebagai situasi yang menimbulkan pertentangan antara kepentingan pribadi insan Perseroan dengan kepentingan Perseroan.

Suatu benturan kepentingan dapat terjadi pada sebuah hubungan, peristiwa atau pertimbangan keuntungan finansial bagi diri pribadi dan keluarga yang mengakibatkan objektivitas dan kemandirian atau pertimbangan komersial dalam pelaksanaan tugas dan tanggung jawab dikesampingkan.

Perseroan memegang prinsip bahwa setiap keputusan bisnis yang diambil oleh insan Perseroan menghasilkan kontribusi kepada kepentingan Perseroan. Dengan

## CONFLICT OF INTEREST TRANSACTION

In carrying out an affiliated transaction, the Company People shall adapt transparency and accountability principles. The Company shall also submit report to FSA and announce the information to the Public in accordance with the regulations stipulated under prevailing Law. Related with conflict of interest policy, the Company refers to Board of Directors Regulation No. PD 30 of 2015 on Code of Conduct in PT Pelabuhan Indonesia IV (Persero) and PD 21 of 2015 on Gratification Policy in PT Pelabuhan Indonesia IV (Persero).

Throughout 2020, there was no transaction containing conflict of interest indication.

## CONFLICT OF INTEREST

Conflict of interest is defined as any situation with possibility of conflict between personal interest and the Company's interest.

Conflict of interest may occur in any relation, event or financial benefit consideration for individual and family that may influence objectiveness and independency or commercial consideration in the implementation of duty and responsibility has been neglected.

The Company upholds a principle that every business decision taken by the Company people contributes for the Company's interest. Therefore, every Company



demikian, insan Perseroan wajib menjauhi dan menghindari situasi apapun yang dapat menimbulkan suatu benturan antara kepentingan pribadi dan keluarganya dengan kepentingan Perseroan.

Benturan kepentingan dapat dihindari oleh setiap insan PT Pelindo IV (Persero) dengan cara :

- a. Tidak memiliki ikatan bisnis dengan pihak yang mempunyai keterkaitan bisnis dengan Perseroan, baik secara langsung maupun tidak langsung;
- b. Tidak mengambil keuntungan pribadi dari suatu kesempatan bisnis Perseroan, mengambil suatu kepentingan dari pelanggan, dan menjual barang kepada Perseroan, baik secara langsung maupun tidak langsung;
- c. Menghindari aktivitas, pekerjaan sampingan, jabatan rangkap yang dapat mengganggu tugas;
- d. Tidak diperbolehkan menyewakan aset atau barang-barang milik pribadi, kerabat dan atau keluarga dekatnya kepada Perseroan.

## PEMBERIAN DANA UNTUK KEGIATAN POLITIK

Dalam aturan Perseroan, diatur mengenai aktivitas politik, bahwa Perseroan menjamin seluruh Insan Perseroan untuk dapat melaksanakan hak atas kesempatan untuk menyalurkan aspirasi politiknya. Namun, Perusahaan tidak memberikan kontribusi politik dan tidak berafiliasi ke partai politik manapun. aturan Perusahaan dalam menyikapi aktivitas politik, diatur dalam Peraturan Direksi nomor PD 30 Tahun 2015 tentang Pedoman Perilaku (Code of Conduct) di lingkungan PT Pelabuhan Indonesia IV (Persero), dengan ketentuan sebagai berikut:

1. Insan Perseroan wajib mematuhi setiap peraturan perundang-undangan yang berlaku yang mengatur keterlibatan Perseroan dalam kegiatan politik.
2. Insan Perseroan tidak diperkenankan menjadi pengurus maupun anggota partai politik, dan atau calon legislatif maupun eksekutif.
3. Perseroan akan meminta agar komisaris, direksi dan pegawai yang aktif dalam partai politik dan atau menjadi calon legislatif atau eksekutif dalam Pemilu untuk mengundurkan diri dari Perseroan sesuai ketentuan peraturan perundang-undangan yang berlaku.

People shall avoid and prevent any situation that may lead to conflicted condition between personal and family interest against the Company's interest.

The conflict of interest may be prevented by every PT Pelindo IV (Persero) people by :

- a. Not having business affiliation with party with direct and indirect business engagement with the Company;
- b. Not taking personal interest from any business opportunity, benefit from the customers and sell goods to the Company in direct and indirect schemes;
- c. Avoid any activity, side job, dual position that may influence the duty implementation;
- d. Not allowed to lease assets or goods owned by individual, relatives or close family to the Company

## DONATIONS FOR POLITICAL ACTIVITIES

Company rules address political activities. It is stated that the Company guarantees the rights of all Company personnel to channel their political aspirations. However, the Company does not make political contributions and is not affiliated with any political party. The company responds to political activities in accordance with the Board of Directors Regulation Number PD 30 of 2015 concerning Code of Conduct within PT Pelabuhan Indonesia IV (Persero) which contains the following provisions:

1. Company Personell shall comply with every prevailing Law regulating involvement of the Company in political activity.
2. Company People is prohibited to join as committee and member of Political Party, or legislative or executive member or candidate.
3. The Company will appeal the Commissioner, Board of Directors and employee who are active in political party and being the legislative or executive candidate in the Election to submit resignation in complying with prevailing Law.

4. Perseroan tidak memperkenankan dana atau aset Perseroan digunakan untuk kontribusi kepada partai politik atau calon anggota legislatif dan atau calon eksekutif, baik di tingkat pusat maupun daerah. Kebijakan ini tidak hanya untuk kontribusi langsung tetapi juga bantuan tidak langsung atau dukungan melalui pembelian barang apapun yang bertujuan untuk penggalangan dana partai politik, calon anggota legislatif dan eksekutif ataupun untuk tujuan kampanye.
5. Perseroan tidak menghalangi kontribusi pribadi setiap insan Perseroan kepada partai politik, calon legislatif dan eksekutif yang menjadi pilihan pribadinya.
6. Setiap insan PT Pelindo IV dilarang memaksakan aspirasi politiknya kepada Perseroan atau kepada sesama insan Perseroan
7. Setiap aktivitas untuk menyalurkan aspirasi politik harus dilaksanakan diluar jam kantor dan tidak menggunakan atribut Perseroan.

Kewajiban ini harus diikuti oleh setiap pegawai Perseroan. Sebagai hasil dari pelaksanaan aturan mengenai kepentingan politik ini, PT Pelabuhan Indonesia IV (Persero) menyatakan tidak pernah memberikan dana dalam bentuk apa pun untuk kepentingan politik selama periode pelaporan.

## PENGADAAN BARANG DAN JASA

Tujuan Pengadaan Barang dan Jasa adalah untuk memperoleh barang dan jasa yang diperlukan Perseroan dengan mempertimbangkan kualitas dan delivery time dari sumber yang tepat dengan total biaya terendah dan dilakukan melalui strategi, perencanaan, proses dan pengendalian pengadaan yang efektif dan efisien serta sesuai dengan prosedur yang berlaku.

Pengelolaan pengadaan barang dan jasa dilingkungan Perseroan dilakukan oleh:

1. Biro logistik untuk Kantor Pusat Makassar.
2. Panitia Pelelangan untuk Cabang Perseroan.

4. The Company prohibits Company's funds or assets to be used as contribution to political party or legislative and executive members candidate, both at central and local levels. The policy is not only prevailed for direct contribution but also direct assistance and support as any means of purchase that is intended as fund raising for political party, legislative and executive member candidate or campaign.
5. The Company will not constrain personal contribution from the Company People to political party, legislative and executive candidate as personal preference.
6. Every people of PT Pelindo IV shall not force their political aspiration to the Company or amongst other Company People.
7. Every activity to express political party shall be administered off working hours and not using the Company's attributes

This obligation must be followed by every employee of the Company. As a result of implementing this regulation regarding political interests, PT Pelabuhan Indonesia IV (Persero) stated that it had never provided funds in any form for political purposes during the reporting period.

## PROCUREMENT OF GOODS AND SERVICES

Objectives of the procurement is to purchase goods and services that are required by the Company by considering quality and delivery time for the right sources with the most efficient cost and done in effective and efficient procurement strategy, planning and controlling as well as in compliance with prevailing procedure.

The procurement management in the Company's circumstances is done by :

1. Logistic Bureau for Makassar Head Office
2. Tender Committee for Company's Branch

Metode Pengadaan Barang dan Jasa Methods of Procurement of Goods and Services			
Pelanggan Umum General Customers	Pemilihan Langsung Direct Selection	Penunjukan Langsung Direct appointment	Pembelian Langsung Direct Purchase
<p>1. Pelelangan umum adalah metode pemilihan penyedia barang/ jasa yang dilakukan secara terbuka untuk diikuti oleh semua Badan usaha yang disampaikan melalui media informasi. <b>Pelelangan umum adalah metode pemilihan penyedia barang/ jasa yang dilakukan secara terbuka untuk diikuti oleh semua Badan usaha yang disampaikan melalui media informasi.</b></p>	<p>1. Pemilihan langsung adalah pemilihan penyedia barang/ jasa yang dilakukan dengan mengundang langsung paling kurang 3 (tiga) Badan usaha yang mempunyai kualifikasi dan klasifikasi tertentu sesuai yang dipersyaratkan dan terdaftar/memiliki sertifikat dari asosiasi profesi/ keahlian yang diakui oleh Pemerintah atau yang telah terdaftar dalam DRP. <b>Direct election is the selection of providers of goods / services by directly inviting at least 3 (three) business entities that meet certain qualifications and classifications as required and are registered / have certificates from professional / expertise associations recognized by the Government or registered in the DRP.</b></p>	<p>1. Penunjukan langsung adalah pemilihan Penyedia Barang/ Jasa yang dilakukan dengan cara menunjuk secara langsung 1 (satu) penyedia barang/jasa dengan cara melakukan negosiasi baik teknis maupun harga sehingga diperoleh harga yang wajar dan secara teknis dapat dipertanggung jawabkan. <b>Direct appointment is the selection of goods / services providers by directly appointing 1 (one) provider of goods / services through negotiation, both technical and price, so that a fair and technically accountable price is obtained.</b></p>	<p>1. Pembelian langsung adalah pelaksanaan pengadaan barang yang dilakukan dengan cara membeli secara langsung pada penyedia barang tertentu, dengan mengutamakan penyedia barang dari usaha kecil termasuk koperasi dan dapat secara langsung dibeli di pasar/took (cash dan carry) tanpa melalui proses pemilihan barang dan jasa. <b>Direct purchase is the procurement of goods through direct purchase at certain goods providers, with priority to small entrepreneurs, including cooperatives, and can be purchased directly at the market / shop (cash and carry) without requiring a process of selecting goods and services.</b></p>

Metode Pengadaan Barang dan Jasa Methods of Procurement of Goods and Services			
Pelanggan Umum General Customers	Pemilihan Langsung Direct Selection	Penunjukan Langsung Direct appointment	Pembelian Langsung Direct Purchase
<p>2. Pemilihan penyedia Barang/ Jasa dilakukan dengan ketentuan untuk nilai pekerjaan berdasarkan hPS/OE diatas Rp1.000.000.000.00,- (satu miliar rupiah) tidak termasuk PPn</p> <p><i>Selection of providers of goods / services is carried out with the provisions for the value of work based on hPS / OE above Rp1,000,000,000.00, - (one billion rupiah) excluding VAT</i></p>	<p>2. Pemilihan langsung dapat dilakukan apabila nilai pekerjaan berdasarkan hPS di atas RP500.000.000,00,- (lima ratus juta rupiah) sampai dengan Rp1.000.000.000.00,- (satu miliar rupiah) tidak termasuk pajak pertmbahan nilai (PPn) atau juga apabila diperlukan dapat melalui Direct Deal atau pemilihan langsung antar manufacturing/ pabrik/ vendor atau penyedia barang/ jasa yang mempunyai pengalaman dan keahlian yang terbatas.</p> <p><i>Direct election can be made if the value of the work based on HP is above IDR 500,000,000.00 (five hundred million rupiah) up to IDR 1,000,000,000.00 (one billion rupiah) does not include value added tax (VAT) or if required through Direct Deal or direct selection between manufacturers / factories / vendors or providers of goods / services who have limited experience and expertise.</i></p>	<p>2. Proses penunjukan langsung di atur sbb:</p> <p>a. Untuk nilai sampai dengan Rp500.000.000.00,- (lima ratus juta) dilakukan oleh unit fungsional terkait di Kantor Pusat sedangkan di Cabang diatur sesuai kelas Cabang</p> <p>b. Kelas utama dengan nilai diatas Rp400.000.000.00,- (empat ratus juta rupiah) sampai dengan Rp500.000.000.00 (lima ratus juta rupiah), Kelas I dengan nilai diatas Rp300.000.000.00,- (tiga ratus juta rupiah) Sampai dengan Rp500.000.000.00,- (lima ratus juta rupiah), dan Kelas II dan III dengan nilai diatas Rp150.000.000.00,- (seratus lima puluh juta rupiah) sampai dengan Rp500.000.000.00,- (lima ratus juta rupiah), Kelas IV dan uPK diatas Rp100.000.000.00,- (seratus juta rupiah) sampai dengan Rp500.000.000.00,- (lima ratus juta rupiah)</p> <p>c. Penunjukan langsung untuk nilai tak terbatas dilakukan oleh Biro logistik/ Panitia Pelelangan apabila memenuhi salah satu ketentuan yaitu Barang dan Jasa yang dibutuhkan untuk kinerja utama perusahaan dan tidak dapat ditunda keberadaan/ kebutuhannya (business critical asset).</p>	<p>a. Pembelian langsung dilakukan apabila memenuhi salah satu kriteria:</p> <p>a. Nilai pekerjaan berdasarkan hPS tidak lebih dari Rp20.000.000.00,- (dua puluh juta rupiah) tidak termasuk Pajak Pertambahan nilai (PPn) yang dilaksanakan secara langsung oleh unit Fungsional terkait atau pejabat yang ditunjuk oleh Pemberi Pekerjaan.</p> <p>b. Keadaan mendesak untuk mendukung kelancaran pelayanan operasiona</p> <p>c. harga standar seperti BBM, pelumas, aTK dan lain-lain.</p> <p>d. harga pabrik/agen tunggal.</p> <p><i>Direct purchases are made if one of the following criteria is fulfilled:</i></p> <p>a. <i>The value of work based on hPS is not more than IDR 20,000,000.00 (twenty million rupiah) excluding value added tax (PPn) which is carried out directly by the related functional unit or an official appointed by the Employer.</i></p>

Metode Pengadaan Barang dan Jasa Methods of Procurement of Goods and Services			
Pelanggan Umum General Customers	Pemilihan Langsung Direct Selection	Penunjukan Langsung Direct appointment	Pembelian Langsung Direct Purchase
		<p>The direct appointment process is regulated as follows:</p> <ol style="list-style-type: none"> <li>For a value up to Rp. 500,000,000.00, - (five hundred million) this is carried out by the related functional unit at the Head Office while in Branches it is arranged according to Branch class.</li> <li>First class with a value above IDR 400,000,000.00 (four hundred million rupiah) up to IDR 500,000,000.00 (five hundred million rupiah), Class I with a value above IDR 300,000,000.00 (three hundred million rupiah) up to IDR 500,000,000.00 (five hundred million rupiah), and Class II and III with a value above IDR 150,000,000.00 (one hundred and fifty million rupiahs) up to IDR 500,000,000.00 (five hundred million rupiah), Class IV and uPK above IDR 100,000,000.00 (one hundred million rupiah) up to IDR 500,000,000.00 (five hundred million rupiah)</li> <li>Direct appointment with unlimited value is made by the logistics bureau / auction committee if it meets certain conditions, namely goods and services required for the main performance of the company and their existence / need cannot be postponed (business critical assets).</li> </ol>	<ol style="list-style-type: none"> <li>The situation is urgent for the smooth running of operational services</li> <li>standard prices such as fuel, lubricants, stationery and others.</li> <li>factory price / sole agent.</li> </ol>



Metode Pengadaan Barang dan Jasa Methods of Procurement of Goods and Services			
Pelanggan Umum General Customers	Pemilihan Langsung Direct Selection	Penunjukan Langsung Direct appointment	Pembelian Langsung Direct Purchase
<p>3. Pelaksanaan pekerjaan dengan metode pelelangan umum pada prinsipnya ditempuh melalui pascakualifikasi atau prakualifikasi. The implementation of work using the public tender method is principally pursued through post-qualification or pre-qualification.</p>	<p>3. Penilaian kompetensi dan kemampuan usaha Badan usaha yang diundang dilakukan dengan mengisi formulir isian Penilaian Kualifikasi yang disampaikan pada saat pemasukan penawaran. Assessment of business competence and capability of the invited business entity is carried out by filling out the Qualification Assessment form at the time of the bids submission.</p> <p>4. Pelaksanaan pekerjaan melalui pemilihan langsung ditempuh melalui pascakualifikasi. Implementation of work through direct election is pursued through post-qualification.</p>		

Mekanisme Pengadaan Barang dan Jasa dilaksanakan sesuai dengan Peraturan Direksi PD 19 tahun 2015 yaitu:

1. Pengumuman Pelelangan dilakukan dengan ketentuan sebagai berikut:
  - a. Untuk pekerjaan berdasarkan pagu Rp1.000.000.000.00,- (satu miliar rupiah) sampai dengan Rp5.000.000.000.00,- (lima miliar rupiah) tidak termasuk ajak Pertambahan nilai (PPn), wajib diumumkan di Papan Pengumuman Resmi, Website Perseroan, dan Portal Bumn.
  - b. Untuk Pekerjaan berdasarkan pagu anggaran diatas Rp5.000.000.000.00,- (lima miliar rupiah) sampai dengan Rp25.000.000.000.00,- (dua puluh lima miliar rupiah) tidak termasuk Pajak Pertambahan nilai (PPn), wajin diumumkan

Procurement mechanism is done referring to Board of Directors Regulation PD 19 of 2015, as follows:

2. Tender Announcement that is implemented with requirements, as follows:
  - a. For Project based on a ceiling of Rp1,000,000,000.00, - (one billion rupiah) up to Rp5,000,000,000.00, - (five billion rupiah) excluding Value Added (VAT), the project shall be announced at the Official Announcement Board, Company Website, and SOEs Portal.
  - b. For Project based on the budget ceiling above Rp5,000,000,000.00, - (five billion rupiahs) up to Rp25,000,000,000.00, - (twenty five rupiahs) excluding Value Added Tax (VAT), diligently announced on the Official Announcement Board, Company Website,

- di Papan Pengumuman Resmi, Website Perseroan, Portal BumN dan melalui media cetak/surat kabar harian lokal.
- c. Untuk pekerjaan berdasarkan pagu anggaran diatas Rp25.000.000.000.00- (dua puluh lima miliar rupiah) tidak termasuk Pajak Pertambahan nilai (PPn) wajib diumumkan di papan pengumuman resmi, website Perseroan, portal BumN dan melalui media cetak/surat kabar harian lokal dan surat kabar nasional.
  - d. Penayangan pengumuman dilaksanakan 1 (satu) kali diawal masa pengumuman melalui media cetak/surat kabar, website Perseroan dan portal BumN, sedangkan apabila diumumkan melalui papan pengumuman resmi dilakukan paling kurang selama 7 (tujuh) hari kerja.
2. Prosedur pelaksanaan pelelangan umum
    - a. Pengumuman tentang adanya pelaksanaan pekerjaan dengan jangka waktu paling kurang 7 (tujuh) kalender
    - b. Pendaftaran peserta
    - c. Pelaksanaan penjelasan pekerjaan (aanwijzing)
    - d. Pemasukan penawaran
    - e. Evaluasi administrasi, teknik dan keuangan
    - f. Klarifikasi dan negosiasi
    - g. Penetapan pemenang
    - h. Pengumuman pemenang
    - i. Masa sanggah
    - j. Penetapan pemenang (Gunning)
    - k. Kontrak
  3. Prosedur pelaksanaan pemilihan langsung
    - a. Mengundang secara langsung paling sedikit 3 (tiga) peserta
    - b. Penjelasan pekerjaan (aanwijzing) dilakukan paling cepat 2 (dua) hari kerja setelah pendaftaran
    - c. Pemasukan penawaran
    - d. Evaluasi administrasi, teknis
    - e. Klarifikasi dan negosiasi harga
    - f. Usulan penetapan pemenang
    - g. Penetapan pemenang
    - h. Kontrak
  4. Penunjukan langsung
    - a. Mengundang secara tertulis 1 (satu) penyedia barang/jasa
    - b. Klarifikasi negosiasi
    - c. Kontrak
- Portal BUMN and local newspaper/printed media;
- c. For Project based on budget ceiling above Rp25.000.000.000.00- (twenty five billion rupiah) excluding Value Added Tax (VAT) shall be announced on official announcement board, company website, portal of BUMN and local daily and national newspapers.
  - d. Announcement will be broadcast 1 (one) time at the beginning of the announcement period through printed media / newspapers, the Company's website and SOE portal. Announcement on the official announcement board is made for at least 7 (seven) working days.
2. Public tender procedure
    - a. Announcement on tender with time frame minimum 7 (seven) calendar days
    - b. Participant registration
    - c. Project briefing (Annwijzing)
    - d. Offering submission
    - e. Administration, technical and financial evaluation
    - f. Clarification and negotiation
    - g. Determination of the winner
    - h. Winner announcement
    - i. Objection period
    - j. Tender stipulation (Gunning)
    - k. Contract
  3. Direct Appointment procedure
    - a. Direct invitation to minimum 3 (three) participants
    - b. Project briefing (Aanwijzing) the fastest 2 (two) working days after the registration
    - c. Offering submission
    - d. Administration, technical evaluation
    - e. Clarification and negotiation
    - f. Proposal for determining the winner
    - g. Winner announcement
    - h. Contract
  4. Direct Appointment
    - a. Written invitation for 1 (one) vendor
    - b. Negotiation clarification
    - c. Contract

Metode Pemasukan Penawaran dapat di tempuh dalam 3 cara yaitu:

1. Sistem 1 (satu) tahap dan 1 (satu) sampul yaitu : Digunakan untuk pengadaan barang/jasa yang memiliki karakteristik sebagai berikut:
  - a. Pengadaan barang/jasa yang standar harganya telah ditetapkan pemerintah
  - b. Pengadaan jasa konsultansi yng memiliki TOR/ KaK yang sederhana
  - c. Pengadaan barang/jasa yang spesifikasi teknis dan volumenya dapat dinyatakan secara jelas dalam dokumen
2. Sistem 1 (satu) tahap dan 2 (dua) sampul yaitu: Digunakan untuk pengadaan Barang/ Jasa dengan karakteristik sebagai berikut:
  - a. Pengadaan barang/jasa yang menggunakan evaluasi sistem nilai atau sistem biaya selama umur ekonomis
  - b. Pengadaan barang/jasa yang membutuhkan penilaian yang terpisah antara persyaratan teknis dan harga penawaran agar penilaian harga tidak mempengaruhi penilaian teknis
3. Sistem 2 (dua) tahap dan 2 (sampul) yaitu: Digunakan untuk pengadaan barang/jasa yang memiliki karakteristik sebagai berikut:
  - a. Pekerjaan yang bersifat kompleks
  - b. Memenuhi kriteria kinerja tertentu dan seluruh sistem termasuk pertimbangan kemudahan atau efisiensi pengoperasian dan pemeliharaan peralatannya.
  - c. Mempunyai alternatif penggunaan sistem dan desain penetapan teknologi yang berbeda.

Tender Proposal can be submitted in 3 methods, as follows:

1. 1 (one) stage and 1 (one) cover system: Applied for procurement with characteristics as follows:
  - a. Procurement with price standard specified by the Government
  - b. Consultant service procurement with simple TOR.
  - c. Procurement with technical specification and volume clearly mentioned in the documents.
2. 1 (one) stage and 2 (two) covers system: Applied for procurement with characteristics as follows:
  - a. Procurement using value system evaluation or interest system during economic value period
  - b. Procurement that requires separated appraisal between technical requirement and offered price to ensure the price appraisal did not influence the technical appraisal.
3. 2 (two) stages and 2 (two) covers system: Applied for procurement with characteristics, as follows:
  - a. Complex work
  - b. Fulfilling specific performance criteria and entire system including consideration of operations access or efficiency and equipment maintenance
  - c. Availability of system application alternative and different technology set-up design

## WHISTLEBLOWING SYSTEM

### Whistleblowing System



**Whistleblowing System adalah suatu sistem yang dapat dijadikan media bagi saksi pelapor untuk menyampaikan informasi mengenai indikasi tindakan pelanggaran yang terjadi di dalam suatu Perusahaan.**

*The Whistleblowing System is a reporting system for witnesses to convey information regarding indications of violations that have occurred within a company*

Whistleblowing System adalah suatu system yang dapat dijadikan media bagi saksi pelapor menyampaikan informasi mengenai indikasi Tindakan pelanggaran yang terjadi di dalam suatu perusahaan (Fraud, Diskriminasi atau penyimpangan lainnya) serta mendukung asas kewajaran dalam hubungan antara Perusahaan dengan Stakeholders.

Bahwa pengaduan dari masyarakat atas dugaan terjadinya pelanggaran dalam pengelolaan Perseroan merupakan salah satu bentuk peran serta masyarakat dalam pengawasan sehingga perlu mendapat tanggapan secara cepat, tepat, dapat dipertanggungjawabkan dan berintegrasi.

Dalam rangka penerapan prinsip-prinsip *Good Corporate Governance* yang dijalankan secara konsisten dan berkelanjutan maka Perseroan melakukan penyempurnaan atas perubahan Peraturan Direksi nomor: PD 22 Tahun 2015 tentang Sistem Pelaporan Dugaan Pelanggaran (*Whistleblowing System*) di lingkungan PT Pelabuhan Indonesia IV (Persero) menjadi PD 31 Tahun 2020 tentang Pedoman Umum Sistem Penanganan Pelaporan/Pengaduan Dugaan Pelanggaran (*Whistleblowing System*) Di Lingkungan PT Pelabuhan Indonesia IV (Persero).

The Whistleblowing System is a system that allows witnesses to convey information about indications of violations that have occurred within a company (fraud, discrimination or other irregularities) as well as promoting the principle of fairness in the relationship between the Company and Stakeholders.

Public complaints regarding alleged violations in the management of the Company are a form of public participation in the supervisory function. Therefore, a prompt, precise, accountable and integrated response is needed.

In order to implement the principles of Good Corporate Governance consistently and continuously, the Company has made improvements to the amendments to the Board of Directors Regulation No. PD 22 of 2015 concerning the Whistleblowing System in PT Pelabuhan Indonesia IV (Persero) to become PD 31 of 2020 concerning General Guidelines for the System for Handling Reporting / Complaints on Alleged Violations (*Whistleblowing System*) in the Environment of PT Pelabuhan Indonesia IV (Persero) .

Pedoman Umum Sistem Pananganan Pelaporan/Pengaduan Dugaan Pelanggaran (*WhistleBlowing System*), bertujuan untuk :

1. Meningkatkan upaya pencegahan dan pemberantasan korupsi di lingkungan Perseroan;
2. Mendorong pegawai di lingkungan Perseroan yang memiliki informasi dan bukti-bukti tentang dugaan pelanggaran untuk melaporkannya;
3. Melindungi pelapor dari rasa tidak aman terkait dengan dugaan Pelanggaran yang dilaporkannya;
4. Menumbuhkan persepsi masyarakat/pegawai di lingkungan Perseroan bahwa apabila melakukan penyimpangan/kecurangan, akan semakin besar peluangnya untuk terdeteksi dan dilaporkan.

Saluran Pengaduan adalah sarana yang dikelola secara mandiri, yang dapat digunakan Pelapor untuk menyampaikan Pengaduan Dugaan Pelanggaran, yaitu :

General Guidelines for the Whistleblowing System for Reporting / Complaints Handling System aims to:

1. Increase efforts to prevent and eradicate corruption within the Company;
2. Encourage employees within the Company who have information and evidence of suspected violations to report it;
3. Protects whistleblowers from fear of retaliation;
4. Fostering the perception of the public / employees in the Company that all irregularities / frauds are likely to always be detected and reported.

The Complaint Channel is a facility that is managed independently and can be used to report Complaints on Alleged Violations, namely:



Website resmi PT Pelabuhan Indonesia IV (Persero)  
The official website of PT Pelabuhan Indonesia IV (Persero)  
<https://www.inaport4.co.id>



Email resmi      [gcg@inaport4.co.id](mailto:gcg@inaport4.co.id)  
Official email



Kotak Pengaduan  
Complaint Box



Telepon, SMS dan Whatsapp      [+6281328280234](tel:+6281328280234)  
Phone, SMS and Whatsapp

Surat beserta dokumen pendukung dikirim ke :

Letters and supporting documents are sent to:

**UNIT PENANGGULANGAN ANTI SUAP DAN KORUPSI  
PT PELABUHAN INDONESIA IV (PERSERO)  
JALAN SOEKARNO NO. 01 - MAKASSAR**

Anti-Bribery and Corruption Response Unit  
PT. Pelabuhan Indonesia IV (Persero)  
Soekarno Street No. 01 - Makassar

Pengaduan/Pengungkapan dugaan Pelanggaran di lingkungan Perseroan yang dapat ditindaklanjuti oleh Sistem Penanganan Pelaporan/Pengaduan Dugaan Pelanggaran, adalah tindakan-tindakan Pelanggaran yang dapat merugikan Perseroan yang terdiri atas:

Complaints / Disclosures of alleged Violations within the Company that can be followed up by the Reporting System for Handling Alleged Customer Reports / Complaints are violations that can harm the Company, which consists of:



1. Kecurangan;
2. Korupsi;
3. Pelanggaran;
4. Benturan Kepentingan, dan/atau;
5. Gratifikasi.

Dalam hal adanya laporan dugaan pelanggaran, Unit Penanggulangan Anti Suap dan Korupsi yang dibentuk dengan SK Direksi Pelindo IV wajib untuk :

1. Menerima laporan adanya dugaan pelanggaran baik secara langsung maupun tidak langsung;
2. Melakukan pencatatan dan mengadministrasi laporan pengaduan;
3. Menganalisa laporan pengaduan untuk menentukan tindak lanjut;
4. Melakukan audit investigative;
5. Memberikan rekomendasi kepada Direksi;
6. Membuat laporan berkala tentang penanganan pengaduan.

Perseroan wajib melindungi dan menjaga kerahasiaan identitas Pelapor Pelanggaran (*Whistleblower*) dan menjamin perlindungan terhadap Pelapor dari segala bentuk ancaman, intimidasi, ataupun tindakan tidak menyenangkan dari pihak manapun selama Pelapor menjaga kerahasiaan Pelanggaran yang diadukan kepada pihak manapun. Perlindungan ini juga berlaku bagi pihak yang melaksanakan Investigasi maupun pihak-pihak yang memberikan informasi terkait dengan Pengaduan/ Pengungkapan tersebut.

Setiap Orang, Pegawai Perseroan dan Organisasi Masyarakat yang telah berjasa dalam usaha membantu upaya pencegahan atau pemberantasan Pelanggaran di lingkungan Perseroan berhak mendapat penghargaan. Penghargaan yang diberikan dapat berupa piagam atau bentuk lainnya yang ditetapkan oleh Perseroan.

Setiap Pegawai di lingkungan Perseroan yang terbukti melakukan menyalahgunakan jabatan/wewenang untuk kegiatan pembalasan atas Pelaporan Pelanggaran yang disampaikan Pelapor kepada Perseroan, dapat diberikan sanksi atas perbuatannya tersebut. Sebaliknya bila Pegawai Perseroan yang terlapor dan tidak terbukti melakukan kesalahan atau perbuatan melanggar hukum, berhak mendapatkan pemulihan nama baiknya sesuai ketentuan yang berlaku.

1. Fraud;
2. Corruption;
3. Violation;
4. Conflict of Interest, and / or;
5. Gratuities.

In the event of a suspected violation report, the Anti-Bribery and Corruption Eradication Unit which was formed by the Decree of the Board of Directors of Pelindo IV is obliged to:

1. Receiving reports of suspected violations, either directly or indirectly;
2. Record and administer complaint reports;
3. Analyzing complaint reports to determine follow-up;
4. Conduct investigative audits;
5. Provide recommendations to the Board of Directors;
6. Making regular reports on complaint handling.

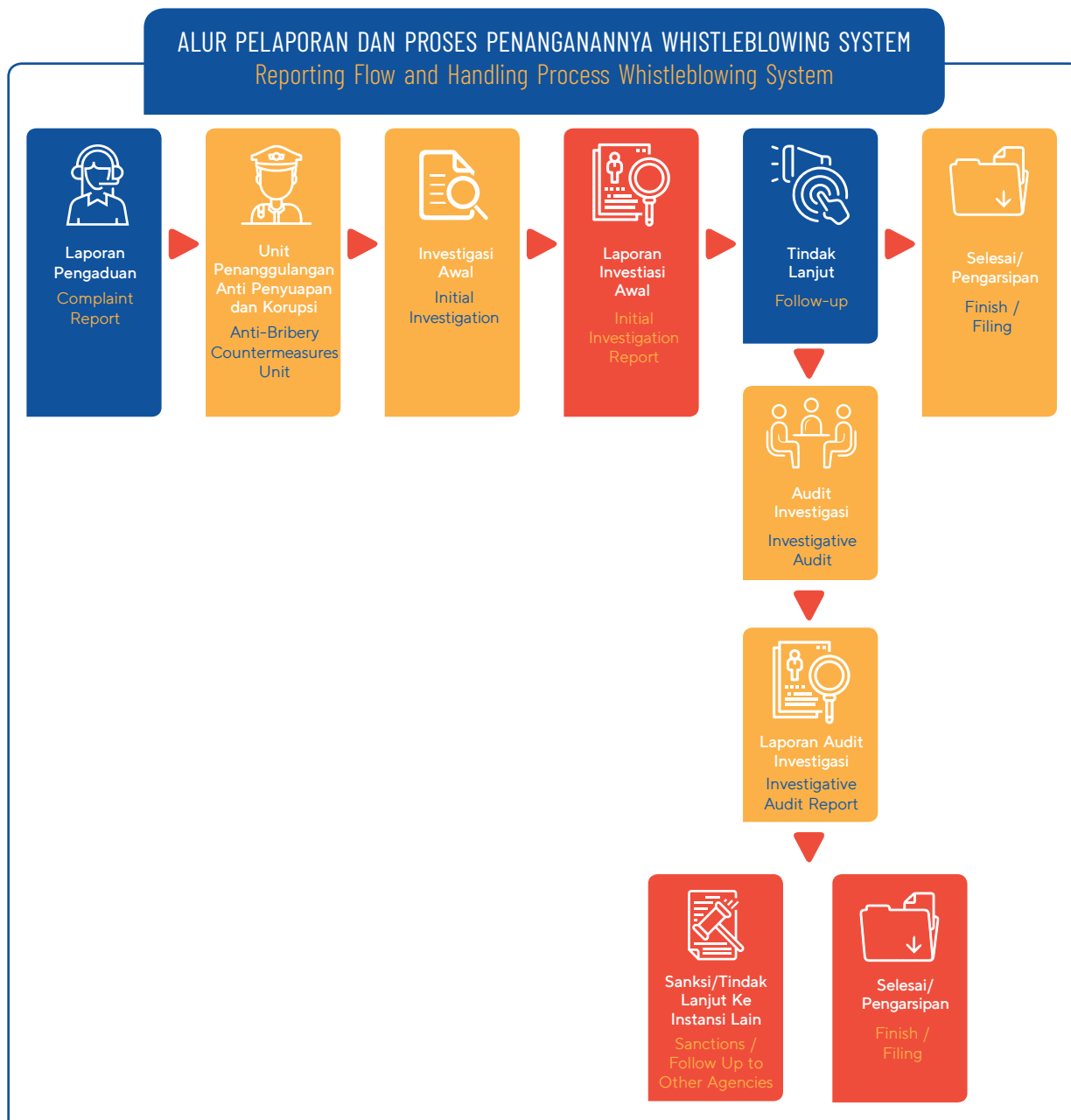
The Company is obliged to protect and maintain the confidentiality of the Whistleblower's identity and ensure protection of the Reporters from all forms of threats, intimidation, or unpleasant actions from any party as long as the Reporting Party maintains the confidentiality of the complained violation. This protection also applies to parties who carry out investigations as well as parties who provide information related to such Complaints / Disclosures.

Every person, employee of the company and community organizations who have been instrumental in assisting the prevention or eradication of violations within the Company is entitled to receive an award. The award given can be in the form of a charter or other form determined by the Company.

Any employee within the Company who is proven to have misused his / her position / authority to retaliate against the Whistleblower Report submitted to the Company may be subject to sanctions. On the other hand, if the reported party is not proven to have committed an error or violation of the law, he has the right to be vindicated in accordance with the applicable provisions.

Bentuk sanksi terhadap Terlapor yang terbukti melakukan Pelanggaran akan ditentukan sesuai ketentuan perundang-undangan yang berlaku secara umum dan sesuai ketentuan Peraturan Disiplin yang berlaku pada Perseroan.

The form of sanctions against the Reported Party who is proven to have committed a violation will be determined in accordance with the prevailing statutory provisions and in accordance with the provisions of the Disciplinary Regulations applicable to the Company.



**Jumlah Laporan Dugaan Pelanggaran  
(Whistleblowing System) Pada Unit Kerja  
Direktorat, Biro, Cabang, SBU dan Anak  
Perusahaan Pt Pelabuhan Indonesia Iv  
(Persero) Tahun 2020**

**Number of Report on Alleged Violation  
(Whistleblowing System) at Directorate  
Work Units, Bureau, Branch, SBU and  
Subsidiary of PT Pelabuhan Indonesia IV  
(Persero) 2020**

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
1	DIRKETORAT TEKNIK	0	DIRECTORATE OF ENGINEERING
2	DIRKETORAT OPERASI DAN KOMERSIAL	0	DIRECTORATE OF OPERATION AND COMMERCIAL
3	DIRKETORAT SUMBER DAYA MANUSIA	0	DIRECTORATE OF HUMAN RESOURCES
4	DIRKETORAT KEUANGAN	0	FINANCIAL DIRECTORATE
5	DIRKETORAT TRANSFORMASI DAN PENGEMBANGAN BISNIS	0	DIRECTORATE OF TRANSFORMATION AND BUSINESS DEVELOPMENT
6	BIRO SATUAN PENGAWAS INTERNAL	0	INTERNAL SUPERVISOR UNIT BUREAU
7	BIRO SEKRETARIS PERUSAHAAN	0	COMPANY SECRETARY BUREAU
8	BIRO HUKUM	0	LEGAL BUREAU
9	BIRO LOGISTIK	0	LOGISTICS BUREAU
10	BIRO I.T	0	IT BUREAU
	TOTAL	0	TOTAL

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
1	CABANG MAKASSAR	0	BRANCH OF MAKASSAR
2	CABANG BALIKPAPAN	0	BRANCH OF BALIKPAPAN
3	CABANG SAMARINDA	0	BRANCH OF SAMARINDA
4	CABANG BITUNG	0	BRANCH OF BITUNG
5	CABANG AMBON	0	BRANCH OF AMBON
6	CABANG SORONG	0	BRANCH OF SORONG
7	CABANG JAYAPURA	0	BRANCH OF JAYAPURA
8	CABANG TARAKAN	0	BRANCH OF TARAKAN
9	CABANG PANTOLOAN	0	BRANCH OF PANTOLOAN
10	CABANG TERNATE	0	BRANCH OF TERNATE
11	CABANG PAREPARE		BRANCH OF PAREPARE
12	CABANG KENDARI		BRANCH OF KENDARI
13	CABANG BIAK		BRANCH OF BIAK
14	CABANG MERAUKE		BRANCH OF MERAUKE
15	CABANG MANOKWARI		BRANCH OF MANOKWARI
16	CABANG GORONTALO		BRANCH OF GORONTALO

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
17	CABANG FAKFAK		BRANCH OF FAKFAK
18	CABANG NUNUKAN		BRANCH OF NUNUKAN
19	UPK SENGATA		UPK SENGATA
20	CABANG TOLITOLI		BRANCH OF TOLITOLI
21	TERMINAL PETIKEMAS MAKASSAR		MAKASSAR PETIKEMAS TERMINAL
22	TERMINAL PETIKEMAS BITUNG		TERMINAL PETIKEMAS BITUNG
23	CABANG MANADO		BRANCH OF MANADO
24	CABANG BONTANG LHOKTUAN		BRANCH OF BONTANG LHOKTUAN
25	CABANG TANJUNG REDEB		BRANCH OF TANJUNG REDEB
26	TERMINAL PETI KEMAS MAKASSAR NEW PORT		MAKASSAR NEW PORT CONTAINER TERMINAL
	TOTAL		TOTAL

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
1	SBU MARINE SERVICE	0	SBU MARINE SERVICE
2	SBU INTAN KREASI KONSTRUKSI	0	SBU INTAN KREASI KONSTRUKSI
3	SBU INTAN DAYA LOGISTIK	0	SBU INTAN DAYA LOGISTIK
4	SBU INTAN TIMUR MARITIM	0	SBU INTAN TIMUR MARITIM
5	SBU INTAN MULTI PROPERTI	0	SBU INTAN MULTI PROPERTI
6	SBU INTAN CURAH PERKASA	0	SBU INTAN CURAH PERKASA
7	SBU INTAN PESONA PARIWISATA	0	SBU INTAN PESONA PARIWISATA
8	SBU INTAN TPI TIMUR	0	SBU INTAN TPI TIMUR
	TOTAL	0	TOTAL

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
1	PT NUSANTARA TERMINAL SERVICE	0	PT NUSANTARA TERMINAL SERVICE
2	PT EQUIPORT INTI INDONESIA	0	PT EQUIPORT INTI INDONESIA
3	PT KALTIM KARIANGAU TERMINAL	0	PT KALTIM KARIANGAU TERMINAL
	TOTAL	0	TOTAL

## PEDOMAN PENGENDALIAN GRATIFIKASI

PT Pelabuhan Indonesia IV (Persero) melakukan pengembangan terhadap kelengkapan perangkat pelaksanaan Good Corporate Governance, mengingat bahwa dasar dari pelaksanaan setiap kegiatan diawali dengan pernyataan komitmen para pimpinan yang menjadi penggerak dari setiap aktifitas Perseroan yang kemudian komitmen tersebut dimanifestasikan ke seluruh pegawai melalui kebijakan, pedoman, prosedur atau instruksi kerja. Dengan demikian alur pelaksanaan setiap kegiatan dapat lebih sistematis atau terarah. Tentu hal tersebut didukung dengan komitmen seluruh pegawai Pelindo 4 dalam menerapkannya.

Pada tahun 2020, Pelindo 4 melakukan perubahan beberapa kebijakan terkait pengendalian gratifikasi, serta menyusun mekanisme yang menjadi pedoman pelaksanaan pengendalian gratifikasi di lingkungan Pelindo 4. Kegiatan ini dikelola secara profesional oleh Unit Penanggulangan Anti Penyuapan dan Korupsi di Lingkungan PT Pelabuhan Indonesia IV (Persero). Sistem Pengendalian Gratifikasi yang telah ada diharapkan dapat mencegah dan mendeteksi potensi terjadinya pelanggaran ketentuan pengendalian gratifikasi di lingkungan Perseroan. Pelindo 4 terus berkomitmen menerapkan pengendalian gratifikasi guna mendukung upaya pemberantasan tindak pidana korupsi, termasuk kesanggupan pimpinan berkomitmen menyediakan sumber daya yang mendukung penerapan pengendalian gratifikasi di lingkungan Perseroan.

Bahwa dengan telah ditetapkannya Peraturan Komisi Pemberantasan Korupsi Nomor 02 Tahun 2019 tentang Pelaporan Gratifikasi, maka perubahan Peraturan Direksi Nomor PD 16 Tahun 2018 tentang Pedoman Pengendalian Gratifikasi di Lingkungan PT Pelindo IV (Persero) menjadi **PD 33 Tahun 2020 tentang Pedoman Pengendalian Gratifikasi di Lingkungan PT Pelindo IV (Persero)**.

Dalam pengelolaannya, penerimaan Gratifikasi dapat dikategorikan sebagai berikut:

1. Penerimaan Gratifikasi yang wajib dilaporkan;
2. Penerimaan Gratifikasi dalam kedinasan;
3. Penerimaan Gratifikasi yang tidak wajib dilaporkan;

## GRATIFICATION CONTROL GUIDELINES

PT Pelabuhan Indonesia IV (Persero) developed the completeness of the tools for implementing Good Corporate Governance. This step is carried out based on the principle that the implementation of every activity begins with a statement of the commitment of the leaders as the driving force of every activity of the Company which is then manifested to all employees through policies, guidelines, procedures or work instructions. Thus, every activity can be carried out systematically. Of course, this needs to be supported by the commitment of all Pelindo 4 employees in implementing it.

In 2020, Pelindo 4 made changes to several policies related to gratification control and formulated a mechanism for implementing gratification control within Pelindo 4. This activity is professionally managed by the Anti-Bribery and Corruption Control Unit within PT Pelabuhan Indonesia IV (Persero). The existing Gratification Control System is expected to prevent and detect potential violations of the gratuity control provisions within the Company. Pelindo 4 continues to be committed to implementing gratification control to support efforts to eradicate corruption, including providing the necessary resources.

With the enactment of the Corruption Eradication Commission Regulation Number 02 of 2019 concerning Gratification Reporting, an amendment was made to the Directors Regulation Number PD 16 of 2018 concerning Guidelines for Gratification Control in PT Pelindo IV (Persero) into **PD 33 of 2020 concerning Guidelines for Gratification Control in PT Pelindo's Environment IV (Persero)**.

In its management, acceptance of Gratuities can be categorized as follows:

1. Receipt of Gratuities that must be reported;
2. Receipt of Gratuities in service;
3. Receipt of Gratuities that do not have to be reported;



Untuk pelaksanaan pemantauan dan pengendalian Gratifikasi di lingkungan Perseroan, Direksi membentuk Unit Pengedali Gratifikasi (UPG). Unit Pengendali Gratifikasi (UPG) anggotanya berasal dari Satuan Pengawasan Intern (SPI) dan beberapa Unit Kerja di Kantor Pusat yang memiliki integritas, kemampuan telaah dan analisis, yang penunjukan dan penetapannya melalui Keputusan Direksi.

Dalam hal adanya laporan pelanggaran, Tugas dan wewenang Unit Pengendali Gratifikasi (UPG) adalah sebagai berikut :

1. Mempersiapkan perangkat aturan, petunjuk dan kebutuhan lain yang sejenis untuk mendukung penerapan pengendalian Gratifikasi;
2. Melakukan sosialisasi pengendalian Gratifikasi dan aturan/petunjuk teknis lainnya kepada Insan Pelindo IV dan stakeholder terkait lainnya;
3. Melakukan identifikasi/kajian atas titik rawan atau potensi Gratifikasi;
4. Mengusulkan kebijakan pengelolaan, pembentukan lingkungan anti Gratifikasi dan pencegahan korupsi di lingkungan Perseroan;
5. Menerima laporan Gratifikasi dari Insan Pelindo IV dan mengkoordinasikannya dengan Komisi Pemberantasan Korupsi (KPK);
6. Melakukan konfirmasi kepada penerima dan/atau pihak ketiga lainnya terkait laporan Gratifikasi, jika diperlukan;
7. Melakukan koordinasi dan konsultasi baik lisan maupun tertulis dengan Komisi Pemberantasan Korupsi (KPK) terkait pengendalian Gratifikasi;
8. Memantau komitmen pengendalian Gratifikasi setiap Insan Pelindo IV;
9. Memberikan rekomendasi kepada Direksi dalam hal pemanfaatan Gratifikasi yang telah ditetapkan menjadi milik Perseroan;
10. Melakukan monitoring dan evaluasi penerapan system pengendalian Gratifikasi di lingkungan Perseroan, termasuk melakukan deteksi dan pemeriksaan Unit Kerja atau proses bisnis yang berpotensi terjadinya praktek Gratifikasi;
11. Memberikan rekomendasi tindak lanjut apabila terjadi pelanggaran pedoman Gratifikasi oleh Insan Pelindo IV;

To monitor and control Gratification within the Company, the Board of Directors has established a Gratification Controlling Unit (UPG). The members of the Gratification Control Unit (UPG) come from the Internal Audit Unit (SPI) and several Work Units at the Head Office who have integrity, analysis and analysis skills who are appointed and stipulated by a Decree of the Board of Directors.

In the event of a violation report, the duties and authorities of the Gratification Control Unit (UPG) are as follows:

1. Prepare a set of rules, instructions and other similar needs to support the implementation of Gratification control;
2. Disseminating Gratification control and other technical rules / instructions to Pelindo IV Employees and related stakeholders;
3. Identify hot spots or potential for Gratification;
4. Propose management policies, the establishment of an anti-gratuity environment and prevention of corruption within the Company;
5. Receive Gratification reports from Pelindo IV employees and coordinate it with the Corruption Eradication Commission (KPK);
6. Confirm to the recipient and / or other third parties regarding the Gratification report, if needed;
7. Conduct coordination and consultation, both oral and written, with the Corruption Eradication Commission (KPK) regarding Gratification control;
8. Monitor Gratification control commitment of every Pelindo IV employee;
9. Provide recommendations to the Board of Directors regarding the use of Gratuities that have been determined to be the property of the Company;
10. Monitoring and evaluating the implementation of the Gratification control system within the Company, including detecting and examining work units or business processes that have the potential for Gratification practices;
11. Provide follow-up recommendations if there is a violation of the Gratification guidelines by Pelindo IV personnel;

12. Melaporkan hasil penanganan dan pelaporan Gratifikasi kepada Direksi dan Komisi Pemberantasan Korupsi (KPK).

Perseroan melakukan perlindungan terhadap Pelapor dengan cara sebagai berikut:

1. Identitas Pelapor dijamin kerahasiaannya oleh Perseroan;
2. Perseroan menjamin perlindungan terhadap Pelapor dari segala bentuk ancaman, intimidasi, ataupun tindakan tidak menyenangkan dari pihak manapun selama Pelapor menjaga kerahasiaan pelanggaran yang diajukan kepada pihak manapun.
3. Perlindungan terhadap Pelapor juga berlaku bagi para pihak yang melaksanakan investigasi maupun pihak-pihak yang memberikan informasi terkait dengan Pengaduan/Penyungkapan tersebut.

Pelanggaran terhadap ketentuan ini akan dikenakan sanksi yang berlaku di Perseroan dan berpotensi dikenakan tindak pidana suap sesuai dengan peraturan yang berlaku

#### PROSEDUR, SARANA DAN MEDIA PELAPORAN

1. Insan Pelindo 4 wajib melaporkan penerimaan Gratifikasi kepada Komisi Pemberantasan Korupsi (KPK) paling lambat 30 (tiga puluh) hari kerja sejak tanggal Gratifikasi diterima atau melalui Unit Pengendali Gratifikasi (UPG) paling lambat 7 (tujuh) hari kerja sejak tanggal Gratifikasi diterima, dengan ditembuskan kepada atasan langsungnya;
2. Dokumen pelaporan penerimaan Gratifikasi dapat diperoleh dari Unit Pengendali Gratifikasi (UPG) atau mengunduh dari situs resmi Komisi Pemberantasan Korupsi (KPK), dokumen pelaporan sekurang-kurangnya memuat:
  - a. Nama, alamat, jabatan dan nomor telepon yang bisa dihubungi Insan Pelindo 4 penerima Gratifikasi;
  - b. Informasi pemberi Gratifikasi;
  - c. Tempat dan waktu penerimaan Gratifikasi;
  - d. Uraian jenis Gratifikasi yang diterima;
  - e. Nilai Gratifikasi yang diterima;
  - f. Menyampaikan obyek Gratifikasi yang diterimanya.

12. Report the results of the handling and reporting of Gratuities to the Board of Directors and the Corruption Eradication Commission (KPK).

The Company protects the Reporting Party in the following ways:

1. The Company guarantees the confidentiality of the Reporter's Identity;
2. The Company guarantees the protection of the Reporting Party from all forms of threats, intimidation, or unpleasant actions from any party as long as the Reporting Party maintains the confidentiality of complaints of violations from any party.
3. Protection of Reporters also applies to parties carrying out investigations as well as parties providing information related to the Complaints / Disclosures.

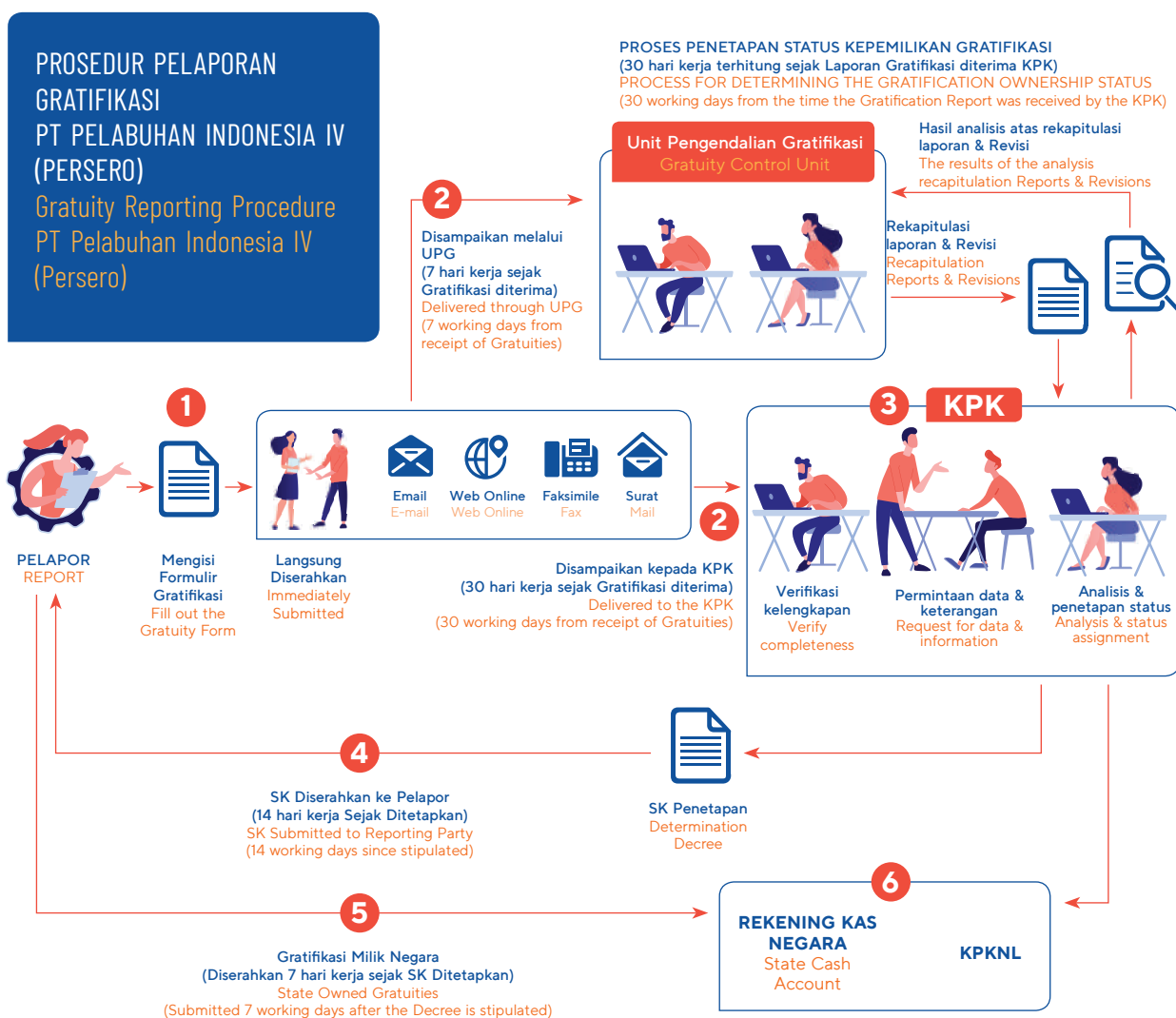
Violation of this provision will result in the imposition of sanctions in force in the Company and the potential for bribery in accordance with applicable regulations

#### REPORTING PROCEDURES, FACILITIES AND MEDIA

- a. Pelindo 4 employees are required to report the receipt of Gratuities to the Corruption Eradication Commission (KPK) no more than 30 (thirty) working days from the date the Gratuities are received or through the Gratification Control Unit (UPG) no later than 7 (seven) working days from the date the Gratuities are received, accompanied by a copy to his immediate superior;
- b. Gratification acceptance reporting documents can be obtained from the Gratification Control Unit (UPG) or from the official website of the Corruption Eradication Commission (KPK). Reporting documents at least contain:
  - a. Name, address, position and telephone number that can be contacted by Insan Pelindo 4 Gratification recipients;
  - b. Information about the giver of Gratuities;
  - c. Place and time of receipt of Gratuities;
  - d. Description of the type of Gratification received;
  - e. Gratuity value received;
  - f. Object of Gratuity received

3. Dokumen laporan Gratifikasi dapat diserahkan langsung atau melalui surat kepada Unit Pengendali Gratifikasi (UPG) atau Komisi Pemberantasan Korupsi (KPK), dengan alamat sebagai berikut:
  - a. Unit Pengendali Gratifikasi (UPG)  
Kantor Pusat PT Pelabuhan Indonesia IV (Persero)  
Jl. Soekarno No. 1 Makassar 90173,  
Telepon 0411-361549, Faximile (0411) 3619044
  - b. Komisi Pemberantasan Korupsi (KPK)  
Kantor Komisi Pemberantasan Korupsi (KPK)  
Jl. Kuningan Persada Kav. 4, Setia Budi, Jakarta Selatan 12950,  
email: pelaporan.gratifikasi@kpk.go.id, website pelaporan online: http://goi.kpk.go.id

3. Gratuity reports can be submitted directly or by letter to the Gratification Control Unit (UPG) or the Corruption Eradication Commission (KPK) at the following address:
  - a. Gratuity Control Unit (UPG)  
Head Office of PT Pelabuhan Indonesia IV (Persero)  
Jl. Soekarno No. 1 Makassar 90173,  
Phone 0411-361549, Faximile (0411) 3619044
  - b. Corruption Eradication Commission (KPK)  
Corruption Eradication Commission (KPK) Office  
Jl. Kuningan Persada Kav. 4, Setia Budi, South Jakarta 12950,  
email: reporting.gratifikasi@kpk.go.id  
online reporting: http://goi.kpk.go.id



**Jumlah Laporan Pelanggaran Gratifikasi Pada Unit Kerja Direktorat, Biro, Cabang, Sbu Dan Anak Perusahaan Pt Pelabuhan Indonesia Iv (Persero) Tahun 2020**

**Number of Gratuity Violation Reports at the Directorate Work Units, Bureau, Branch, SBU and Subsidiary of PT Pelabuhan Indonesia IV (Persero) 2020**

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
1	DIRKETORAT TEKNIK	0	DIRECTORATE OF ENGINEERING
2	DIRKETORAT OPERASI DAN KOMERSIAL	0	DIRECTORATE OF OPERATION AND COMMERCIAL
3	DIRKETORAT SUMBER DAYA MANUSIA	0	DIRECTORATE OF HUMAN RESOURCES
4	DIRKETORAT KEUANGAN	0	FINANCIAL DIRECTORATE
5	DIRKETORAT TRANSFORMASI DAN PENGEMBANGAN BISNIS	0	DIRECTORATE OF TRANSFORMATION AND BUSINESS DEVELOPMENT
6	BIRO SATUAN PENGAWAS INTERNAL	0	INTERNAL SUPERVISOR UNIT BUREAU
7	BIRO SEKRETARIS PERUSAHAAN	0	COMPANY SECRETARY BUREAU
8	BIRO HUKUM	0	LEGAL BUREAU
9	BIRO LOGISTIK	0	LOGISTICS BUREAU
10	BIRO I.T	0	IT BUREAU
	TOTAL	0	TOTAL

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
1	CABANG MAKASSAR	0	BRANCH OF MAKASSAR
2	CABANG BALIKPAPAN	0	BRANCH OF BALIKPAPAN
3	CABANG SAMARINDA	0	BRANCH OF SAMARINDA
4	CABANG BITUNG	0	BRANCH OF BITUNG
5	CABANG AMBON	0	BRANCH OF AMBON
6	CABANG SORONG	0	BRANCH OF SORONG
7	CABANG JAYAPURA	0	BRANCH OF JAYAPURA
8	CABANG TARA KAN	0	BRANCH OF TARA KAN
9	CABANG PANTOLOAN	0	BRANCH OF PANTOLOAN
10	CABANG TERNATE	0	BRANCH OF TERNATE
11	CABANG PAREPARE	0	BRANCH OF PAREPARE
12	CABANG KENDARI	0	BRANCH OF KENDARI
13	CABANG BIAK	0	BRANCH OF BIAK
14	CABANG MERAUKE	0	BRANCH OF MERAUKE
15	CABANG MANOKWARI	0	BRANCH OF MANOKWARI
16	CABANG GORONTALO	0	BRANCH OF GORONTALO
17	CABANG FAKFAK	0	BRANCH OF FAKFAK
18	CABANG NUNUKAN	0	BRANCH OF NUNUKAN
19	UPK SENGATA	0	UPK SENGATA

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
20	CABANG TOLITOLI		BRANCH OF TOLITOLI
21	TERMINAL PETIKEMAS MAKASSAR		TERMINAL PETIKEMAS MAKASSAR
22	TERMINAL PETIKEMAS BITUNG		TERMINAL PETIKEMAS BITUNG
23	CABANG MANADO		BRANCH OF MANADO
24	CABANG BONTANG LHOKTUAN		BRANCH OF BONTANG LHOKTUAN
25	CABANG TANJUNG REDEB		BRANCH OF TANJUNG REDEB
26	TERMINAL PETI KEMAS MAKASSAR NEW PORT		MAKASSAR NEW PORT CONTAINER TERMINAL
	TOTAL		TOTAL

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
1	SBU MARINE SERVICE	0	SBU MARINE SERVICE
2	SBU INTAN KREASI KONSTRUKSI	0	SBU INTAN KREASI KONSTRUKSI
3	SBU INTAN DAYA LOGISTIK	0	SBU INTAN DAYA LOGISTIK
4	SBU INTAN TIMUR MARITIM	0	SBU INTAN TIMUR MARITIM
5	SBU INTAN MULTI PROPERTI	0	SBU INTAN MULTI PROPERTI
6	SBU INTAN CURAH PERKASA	0	SBU INTAN CURAH PERKASA
7	SBU INTAN PESONA PARIWISATA	0	SBU INTAN PESONA PARIWISATA
8	SBU INTAN TPI TIMUR	0	SBU INTAN TPI TIMUR
	TOTAL	0	TOTAL

NO	UNIT KERJA	JUMLAH TOTAL	WORK UNIT
1	PT NUSANTARA TERMINAL SERVICE	0	PT NUSANTARA TERMINAL SERVICE
2	PT EQUIPORT INTI INDONESIA	0	PT EQUIPORT INTI INDONESIA
3	PT KALTIM KARIANGAU TERMINAL	0	PT KALTIM KARIANGAU TERMINAL
	TOTAL	0	TOTAL





# TANGGUNG JAWAB SOSIAL PERUSAHAAN

## Corporate Social Responsibility



Perseroan sangat menyadari bahwa tanggung-jawab sosial dan hubungan yang harmonis dengan berbagai pemangku kepentingan merupakan hal yang sangat terkait erat dengan kesinambungan usaha Perseroan

The Company is very aware that social responsibility and harmonious relationships with various stakeholders are closely related to the sustainability of the Company's business.









## TANGGUNG JAWAB SOSIAL

Corporate Social Responsibility



Perseroan memiliki peran penting untuk meningkatkan kesejahteraan masyarakat dan kemandirian di wilayah operasional. Pelindo IV memastikan bahwa Perseroan telah berupaya secara maksimal untuk memberikan manfaat ekonomi dan sosial bagi seluruh pemangku kepentingan.

The Company has an important role in improving community welfare and independence in the operational area. Pelindo IV ensures that the Company makes maximum efforts to provide economic and social benefits for all stakeholders



Perseroan memiliki peran penting untuk meningkatkan kesejahteraan masyarakat dan kemandirian di wilayah operasional. Pelindo IV memastikan bahwa Perseroan telah berupaya secara maksimal untuk memberikan manfaat ekonomi dan sosial bagi seluruh pemangku kepentingan, baik pemerintah daerah dan pusat, Lembaga Swadaya Masyarakat (LSM), serta masyarakat sekitar wilayah operasional bahkan seluruh wilayah Indonesia pada umumnya.

### Komitmen Tanggung Jawab Sosial

Perseroan berkomitmen memberikan bantuan dan kontribusi secara langsung maupun tidak langsung kepada pemangku kepentingan, serta menyiapkan kemandirian usaha kecil dan menengah, sehingga membawa dampak positif yang berkesinambungan.

Perseroan senantiasa menyeimbangkan kegiatan usahanya dengan memberikan kontribusi bagi kehidupan sosial kemasyarakatan dan kepada lingkungan. Hal itu, antara lain dilaksanakan melalui beragam kegiatan untuk menunjukkan tanggung jawab sosial Perusahaan (*Corporate Social Responsibility/ CSR*). Perseroan wajib melaksanakan tanggung jawab sosial dan lingkungan (TJSL) sebagaimana diatur dalam UU Nomor 40 tahun 2007 tentang Perseroan Terbatas dan PP Nomor 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan. Selain itu, Perseroan juga melakukan kegiatan CSR yang mendukung ISO 26000.

The Company has an important role in improving community welfare and independence in the operational area. Pelindo IV ensures that the Company makes maximum efforts to provide economic and social benefits for all stakeholders, both local and central government, non-governmental organizations (NGOs), and communities around the operational area including all parts of Indonesia in general.

### Commitment to Social Responsibility

The Company is committed to providing assistance and contribution, both directly and indirectly, to stakeholders, as well as encouraging the independence of small and medium enterprises so as to produce a sustainable positive impact.

The Company always balances its business activities by contributing to the social life of the community and the environment. This, among others, is carried out through various activities to demonstrate Corporate Social Responsibility (CSR). Companies are required to carry out social and environmental responsibility (TJSL) as stipulated in Law Number 40 of 2007 concerning Limited Liability Companies and Government Regulation Number 47 of 2012 concerning Social and Environmental Responsibility. In addition, the Company also carries out CSR activities in accordance with ISO 26000.

## Visi dan Misi CSR Perseroan

### VISI

Menjadi perusahaan pengelola pelabuhan yang terintegrasi, berdaya saing tinggi, dan bertaraf Internasional.

### MISI

1. Menjadi penggerak dan pendorong pertumbuhan ekonomi Indonesia Timur.
2. Menyediakan jasa kepelabuhanan dan non-kepelabuhanan (penunjang) yang terintegrasi dengan berorientasi pada kepuasan dan loyalitas pelanggan.
3. Menciptakan transformasi untuk mendorong pengembangan profesional dan personal bagi kesejahteraan karyawan.
4. Meningkatkan nilai tambah bagi stakeholder internal dan eksternal secara berkelanjutan.
5. Memaksimalkan nilai pemegang saham secara berkelanjutan (shareholder)

## Metoda dan Ruang Lingkup Due Diligent Terhadap Dampak Sosial, Ekonomi dan Lingkungan

Dalam rangka mendukung keberlanjutan bisnis Perseroan, yang berorientasi pada aspek ekonomi, sosial, dan lingkungan, Perseroan melaporkan empat aspek aktivitas Tanggung Jawab Sosial Perseroan sesuai dengan ketentuan Otoritas Jasa Keuangan (OJK) melalui Surat Edaran OJK No. 30/SEOJK.04/2016 tentang "Bentuk Dan Isi Laporan Tahunan Emiten Atau Perusahaan Publik", dimana aspek yang dilaporkan adalah: 1. Tanggung Jawab Terhadap Lingkungan; 2. Tanggung Jawab Ketenagakerjaan, Keselamatan dan Kesehatan Kerja; 3. Tanggung Jawab Sosial dan Masyarakat, dan 4. Tanggung Jawab Terhadap Konsumen.

Perseroan juga telah memiliki *due diligent* dari kegiatan tanggung jawab perusahaannya yang berupa pertemuan berkala, pertemuan yang dilakukan sesuai dengan kebutuhan, *multi-stakeholder forum*, *one-on-one meeting*, seminar, pameran, survei kepuasan, ataupun *Focus Group Discussion* (FGD) yang dapat disesuaikan dengan topik/isu yang ingin dikelola.

## Vision and Mission of the Company's CSR

### VISION

To become an integrated, highly competitive, and international port management company.

### MISSION

1. To be the driving force for economic growth in Eastern Indonesia.
2. To provide integrated port and non-port (support) services oriented towards customer satisfaction and loyalty.
3. Creating transformation to encourage professional and personal development for employee welfare.
4. Increasing added value for internal and external stakeholders in a sustainable manner.
5. Maximizing shareholder value in a sustainable manner

## Method and Scope of Due Diligent on Social, Economic and Environmental Impacts

To support the sustainability of the Company's business that is oriented towards economic, social and environmental aspects, the Company reports four aspects of the Company's Social Responsibility activities in accordance with the provisions of the Financial Services Authority (OJK) through OJK Circular Letter No. 30 / SEOJK.04 / 2016 concerning "Form and Content of the Annual Report of Issuers or Public Companies". The reported aspects are: 1. Environmental Responsibility; 2. Labor, Occupational Safety and Health Responsibilities; 3. Social and Community Responsibilities, and 4. Responsibilities to Consumers.

The Company also has a *due diligent* of its corporate responsibility activities in the form of regular meetings, occasional meetings, multi-stakeholder forums, one-on-one meetings, seminars, exhibitions, satisfaction surveys, or *Focus Group Discussions* (FGD) which can be arranged with topics / issue you want to manage.



## Stakeholder Penting yang Terdampak atau Berpengaruh Pada Dampak dari Kegiatan Perseroan

Penting bagi Perseroan melakukan pelibatan pemangku kepentingan. Pelibatan pemangku kepentingan secara langsung oleh masing-masing divisi/unit bisnis yang terkait dilaksanakan secara rutin, terbuka, dan jujur. Hal tersebut membantu Perseroan untuk mengidentifikasi, memahami, dan isu yang paling penting bagi pemangku kepentingan dan operasional Perseroan. Dalam melakukan identifikasi dan interaksi dengan para pemangku kepentingan di seluruh area operasional, Perseroan mengacu pada data primer penelitian lapangan yang dilakukan sesuai dengan metodologi identifikasi pemangku kepentingan. Hasil proses identifikasi tersebut menjadi dasar bagi Perseroan dalam melakukan pelibatan pemangku kepentingan (*stakeholder engagement*), pengelolaan isu, dan merumuskan program pengembangan masyarakat yang sesuai dengan konteks dan kebutuhan masing-masing masyarakat setempat.

Perseroan menggunakan berbagai metode dalam pelibatan pemangku kepentingan. Keragaman metode ini dilakukan demi memastikan aspirasi dan masukan dari pemangku kepentingan Perseroan yang tersebar dapat ditangkap dengan efektif dan efisien sehingga Perseroan dapat bertindak dan mengambil langkah aksi yang terbaik bagi semua pihak. Perseroan senantiasa memastikan di setiap pelibatan, khususnya yang melibatkan banyak pemangku kepentingan (*multi-stakeholder*), wakil dari setiap kelompok pemangku kepentingan hadir dan terwakili dengan baik, oleh karena itu, Perseroan mengidentifikasi berbagai pemangku kepentingan dan mengelompokkannya ke dalam kelompok pemangku kepentingan, yakni:

1. Pemegang Saham.
2. Kreditur
3. Pemerintah, baik Pusat maupun Daerah, termasuk instansi yang ada di dalamnya
4. Karyawan
5. Pelanggan
6. Pesaing
7. Mitra usaha/pemasok/supplier/distributor
8. Anggota Legislatif
9. Komunitas masyarakat dan lembaga.
10. Media massa

## Important Stakeholders who are Affected or Affected by the Impact of the Company's Activities

It is important for the Company to involve stakeholders. Direct stakeholder involvement by each related division / business unit must be carried out regularly, openly and honestly. This involvement will help the Company to identify and understand important issues for stakeholders and the Company's operations. In identifying and interacting with stakeholders in all operational areas, the Company refers to primary data from field research conducted in accordance with the stakeholder identification methodology. The results of the identification process form the basis for the Company in stakeholder engagement, managing issues, and formulating community development programs that are in accordance with the context and needs of each local community.

The Company uses a variety of methods for stakeholder engagement. This diversity of methods is carried out in order to ensure that the aspirations and input that are scattered from the Company's stakeholders can be understood effectively and efficiently so that the Company can act and take the best steps for all parties. The Company always ensures that in every engagement, especially those involving multi-stakeholders, each stakeholder group is well represented. The Company identifies various stakeholders and classifies them into several stakeholder groups, namely:

1. Shareholders.
2. Creditors
3. Government, both Central and Regional, including government agencies
4. Employees
5. Customers
6. Competitors
7. Business partners / suppliers / distributors
8. Legislative Members
9. Community and its institutions.
10. Mass media

Dari berbagai kegiatan interaksi dengan para pemangku kepentingan, Perseroan menyesuaikan dengan karakteristik masing-masing pemangku kepentingan. Suara pemangku kepentingan tersebut menjadi salah satu masukan penting bagi Perseroan dalam pengambilan keputusan maupun dalam menyelaraskan arah strategi perusahaan baik saat ini, maupun di masa yang akan datang. Masing-masing divisi dan unit kerja menyusun program kerja, target, dan rencana aksi berdasarkan pelibatan pemangku kepentingan, arah prospek bisnis, dan target- target operasional Perseroan.

### Isu-Isu Penting Sosial, Ekonomi dan Lingkungan Terkait Dampak Kegiatan Perseroan

Masyarakat umum dan masyarakat sekitar wilayah operasional Perseroan adalah mitra utama Perseroan, karena mereka adalah salah satu faktor penentu keberhasilan dan kesinambungan usaha perusahaan. Perseroan memberikan timbal balik dengan manfaat yang saling menguntungkan untuk pemberdayaan masyarakat melalui Program Kemitraan & Bina Lingkungan (PKBL). Maka dari itu, Perseroan mengidentifikasi isu-isu penting dengan melakukan *Focus Group Discussion* (FGD) kepada pemangku kepentingan internal maupun eksternal. Isu-isu penting sosial, ekonomi dan lingkungan adalah sebagai berikut:

In various interaction activities with stakeholders, the Company adapts itself to its characteristics. Stakeholder opinion is one of the important inputs for the Company in making decisions and in aligning the direction of the company's strategy, either for now or in the future. Each division and work unit prepares work programs, targets and action plans based on stakeholder engagement, direction of business prospects, and operational targets of the Company.

### Important Social, Economic and Environmental Issues Related to the Impact of the Company's Activities

The general public in the vicinity of the Company's operational areas are considered as the main partners for the Company because they are a factor that determines the success and sustainability of the company's business. The company responded with the principle of mutual benefit by empowering the community through the Partnership & Community Development Program (PKBL). Therefore, the Company identifies important issues through Focus Group Discussions (FGD) with internal and external stakeholders. Important social, economic and environmental issues are as follows:

ASPEK Aspect	ISU PENTING Important Issues	KETERANGAN	DESCRIPTION
Sosial Social	Penyerapan tenaga kerja lokal, dan pemberian kesempatan bagi masyarakat menjadi pemasok lokal. Recruitment of local workers, and providing opportunities for community members to become local suppliers.	Mereka berpendapat bahwa pemberian pelatihan dan keterampilan bagi masyarakat saat ini sudah optimal. Program pelatihan yang dimaksud, diantaranya: Program pelatihan terhadap mitrabinaan sinergi dengan PT PNM (Persero) dan Program pelatihan dan keterampilan untuk masyarakat nelayan di wilayah sekitaran MNP. Masyarakat berharap, penerima manfaat yang telah menyelesaikan rangkaian program pelatihan mendapat prioritas penyerapan tenaga kerja oleh Perseroan maupun kontraktor, selain diarahkan untuk berwirausaha. Atas kebutuhan ini, Perseroan menyatakan bahwa dalam menerima tenaga kerja yang memang diutamakan berasal dari masyarakat sekitar, sejauh semua persyaratan kemampuan, keterampilan dan kebutuhan terpenuhi. Namun demikian, Perseroan juga meminta pengertian masyarakat agar memahami bahwa Perseroan belum memerlukan tambahan tenaga kerja maupun pemasok lokal selama tahun 2020. Perseroan masih terus meningkatkan efisiensi dan efektifitas dari sumber daya manusia dan pemasok lokal yang selama ini sudah ada.	Currently, the provision of training and skills for the community is considered optimal. The training programs in question include a training program for synergy partnerships with PT PNM (Persero) and a training and skills program for fishing communities in the area around MNP.  The community hopes that beneficiaries who have completed a series of training programs will be prioritized in the recruitment of workers, both by the Company and by contractors, in addition to being directed to become entrepreneurs. Responding to this request, the Company stated that the recruitment of workers prioritized the surrounding community as long as the requirements for abilities, skills and needs were met. However, the Company also asks the public's understanding that the Company does not need additional manpower or local suppliers during 2020. The Company continues to improve the efficiency and effectiveness of its existing local human resources and suppliers.
Ekonomi Economy	Pencapaian Kinerja Ekonomi dan Alokasi dana CSR Achievement of Economic Performance and Allocation of CSR funds	Masyarakat berharap Perseroan lebih transparan dalam menyampaikan pencapaian kinerja ekonomi dan alokasi dana CSR. Masyarakat berharap adanya peningkatan alokasi dana untuk CSR agar program yang diberikan semakin berkualitas dan menyentuh lebih banyak masyarakat di area terdekat Perseroan. Atas kebutuhan ini, Perseroan menanggapi bahwa biaya CSR telah disampaikan dalam laporan PKBL dan dapat dibaca oleh publik. Lebih jauh, Perseroan juga menyatakan bahwa kegiatan CSR lebih mengutamakan pemberdayaan dan membangun kemandirian masyarakat.	The public hopes that the Company will convey the achievement of economic performance and the allocation of CSR funds in a more transparent manner. The community hopes that the allocation of CSR funds is added to improve the quality of the program and so that it can cover more people. The company responds that CSR costs have been submitted in the PKBL report and can be read by the public. Furthermore, the Company also stated that CSR activities are more focused on empowering and building community independence.

ASPEK Aspect	ISU PENTING Important Issues	KETERANGAN	DESCRIPTION
Lingkungan Environment	Penghijauan untuk pelestarian lingkungan Reforestation for environmental conservation	Masyarakat berharap perseroan lebih meningkatkan kegiatan penghijauan baik diinternal maupun eksternal (dipemukiman masyarakat sekitar) agar lebih banyak menyerap debu yang dihasilkan oleh kegiatan operasional pabrik. Perseroan menanggapi hal tersebut dengan melakukan program penghijauan rutin dengan membuat program pembibitan mandiri, tidak hanya itu perseroan juga terus melakukan inovasi untuk mendukung pelestarian lingkungan baik dari segi emisi, efisiensi energi, efisiensi air, LB3, dll	The public hopes that the company will increase reforestation activities, both internally and externally (in surrounding community settlements), so that it can absorb more dust generated by factory operations. The company responded with a routine reforestation program through an independent nursery program. Not only that, the Company also continues to innovate to support environmental preservation - in terms of emissions, energy efficiency, water efficiency, or LB3.

## Tanggung Jawab Sosial Perusahaan yang Merupakan Kewajiban maupun yang Melebihi Kewajiban

Pelindo IV telah melaksanakan tanggung jawab sosial yang merupakan kewajiban dan yang melebihi kewajiban dengan baik. Kegiatan-kegiatan tersebut antara lain:

Kegiatan Tanggung Jawab Sosial yang Merupakan Kewajiban

## Corporate Social Responsibility, which is both mandatory and voluntary

Pelindo IV has carried out its mandatory and voluntary social responsibility well. These activities include:

Mandatory Corporate Social Responsibility Activities

KEGIATAN Activities	DASAR REGULASI	BASIC REGULATIONS
Lingkungan Hidup Environment	<ul style="list-style-type: none"> <li>UU Nomor 40 tahun 2007 tentang Perseroan Terbatas</li> <li>PP Nomor 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan.</li> </ul>	<ul style="list-style-type: none"> <li>Law Number 40 of 2007 concerning Limited Liability Companies</li> <li>Government Regulation of the Republic of Indonesia Number 47 of 2012 concerning Social and Environmental Responsibility.</li> </ul>
Ketenagakerjaan Employment	<ul style="list-style-type: none"> <li>UU No. 13 tahun 2003 tentang Ketenagakerjaan</li> </ul>	<ul style="list-style-type: none"> <li>Law no. 13 of 2003 concerning Manpower</li> </ul>
Keselamatan Kerja Work safety	<ul style="list-style-type: none"> <li>UU Nomor 01 tahun 1970 tentang Keselamatan Kerja.</li> <li>Peraturan Pemerintah Republik Indonesia No. 50 tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja.</li> </ul>	<ul style="list-style-type: none"> <li>Law Number 01 of 1970 concerning Work Safety.</li> <li>Republic of Indonesia Government Regulation No. 50 of 2012 concerning the Implementation of Occupational Health and Safety Management Systems.</li> </ul>

KEGIATAN Activities	DASAR REGULASI	BASIC REGULATIONS
<p>Program Kemitraan dan Program Bina Lingkungan Partnership Program and Community Development Program</p>	<ul style="list-style-type: none"> <li>Peraturan Menteri Negara BUMN No. PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara.</li> <li>Peraturan Menteri Negara BUMN No. PER-03/MBU/12/2016 tanggal 16 Desember 2016 tentang Perubahan Atas Peraturan Menteri badan Usaha milik Negara No. PER-09/MBU/07/2015 Tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara.</li> <li>Peraturan Menteri Negara BUMN No. PER-02/MBU/07/2017 tanggal 3 Juli 2015 tentang Perubahan Kedua Atas Peraturan Menteri badan Usaha milik Negara No. PER-09/MBU/07/2015 Tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara.</li> <li>Peraturan Menteri Badan Usaha Milik Negara Nomor PER-02/MBU/04/2020 tanggal 02 April 2020 tentang Perubahan ketiga atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-09/MBU/07/2015 tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara.</li> </ul>	<ul style="list-style-type: none"> <li>Ministry of State Owned Enterprises Regulation No. PER-09 / MBU / 07/2015 dated 3 July 2015 concerning the Partnership Program and Community Development Program for State-Owned Enterprises.</li> <li>Ministry of State Owned Enterprises Regulation No. PER-03 / MBU / 12/2016 dated 16 December 2016 concerning Amendments to the Regulation of the Ministry of State Owned Enterprises No. PER-09 / MBU / 07/2015 concerning the Partnership Program and Community Development Program for State-Owned Enterprises.</li> <li>Ministry of State Owned Enterprises Regulation No. PER-02 / MBU / 07/2017 dated 3 July 2015 concerning the Second Amendment to the Regulation of the Ministry of State Owned Enterprises No. PER-09 / MBU / 07/2015 concerning the Partnership Program and Community Development Program for State-Owned Enterprises.</li> <li>Ministry of State Owned Enterprises Regulation No. PER-02 / MBU / 04/2020 dated 02 April 2020 concerning the third amendment to the Ministry of State Owned Enterprises Regulation No. PER-09 / MBU / 07/2015 concerning the Partnership Program and Community Development Program for State-Owned Enterprises.</li> </ul>



## TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN TERKAIT LINGKUNGAN HIDUP

Environmental and Social Responsibilities



Salah satu bentuk kepedulian Perseroan terhadap pelestarian lingkungan hidup diwujudkan dalam bentuk himbauan kepada karyawan untuk melakukan efisiensi penggunaan listrik, air dan kertas.

One form of the Company's concern for environmental preservation is manifested in the form of an appeal to employees to make efficient use of electricity, water and paper.



## Komitmen Dan Kebijakan Serta Rumusan Perusahaan Lingkup Lingkungan Hidup

Pelindo IV sebagai entitas bisnis yang sehat senantiasa berpedoman pada regulasi dan peraturan yang berkaitan dengan pelestarian lingkungan hidup, antara lain:

## Environmental Related Company Commitments, Policies and Formulations

Pelindo IV as a healthy business entity is always guided by regulations and regulations that support environmental conservation, including:

REGULASI TERKAIT PENGELOLAAN LINGKUNGAN HIDUP Regulations related to environmental management		
NO.	KETERANGAN	Description
<b>A. Undang-undang</b>		<b>Law</b>
2.	UU No. 40 Tahun 2007 tentang Perseroan Terbatas	Law No. 40 of 2007 concerning Limited Liability Companies
3.	UU No. 32 Tahun 2009 tentang Perlindungan dan Pengelolaan lingkungan Hidup	Law No. 32 of 2009 concerning Protection and Management of the Environment
4.	UU No. 18 Tahun 2018 tentang Pengelolaan Sampah	Law No. 18 of 2018 concerning Waste Management
5.	UU No. 17 Tahun 2019 tentang Sumber Daya Air	Law No. 17 of 2019 concerning Water Resources
<b>B. Peraturan Pemerintah</b>		<b>Government regulations</b>
1.	PP No.19 Tahun 1999 tentang Pengendalian Pencemaran dan/atau Perusakan Laut	Government Regulation No. 19/1999 concerning Control of Sea Pollution and / or Destruction
2.	PP No. 27 Tahun 2012 tentang Izin Lingkungan	Government Regulation No. 27 of 2012 concerning Environmental Permits
3.	PP No.41 Tahun 1999 tentang Pengendalian Pencemaran Udara	Government Regulation No.41 of 1999 concerning Air Pollution Control
4.	PP No.82 Tahun 2001 tentang Pengelolaan Kualitas Air dan Pengendalian Pencemaran Air	Government Regulation No.82 of 2001 concerning Water Quality Management and Water Pollution Control
5.	PP No. 81 Tahun 2012 tentang Pengelolaan Sampah Rumah Tangga Dan Sampah Sejenis Sampah Rumah Tangga	Government Regulation No. 81 of 2012 concerning Management of Household Waste and Waste Similar to Household Waste
6.	PP No. 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan	Government Regulation No. 47 of 2012 concerning Social and Environmental Responsibility
7.	PP No. 50 Tahun 2012 tentang Penerapan SMK3	Government Regulation No. 50 of 2012 concerning the Implementation of SMK3
8.	PP No. 101 Tahun 2014 tentang Pengelolaan Bahan Berbahaya dan Beracun	Government Regulation No. 101 of 2014 concerning Management of Hazardous and Toxic Materials
<b>C. Keputusan Menteri</b>		<b>Ministerial Decree</b>
1.	Keputusan Menteri Lingkungan Hidup No. 45 tahun 2005 tentang Pedoman Penyusunan Laporan Pelaksanaan Rencana Pengelolaan Lingkungan Hidup (RKL) Dan Rencana Pemantauan Lingkungan Hidup (RPL)	Minister of Environment Decree No. 45 of 2005 concerning Guidelines for Preparation of Reports on the Implementation of Environmental Management Plans (RKL) and Environmental Monitoring Plans (RPL)
2.	Peraturan Menteri Lingkungan Hidup dan Kehutanan No. 68 Tahun 2016 tentang Baku Mutu Air Limbah Domestik	Minister of Environment and Forestry Regulation No. 68 of 2016 concerning Domestic Wastewater Quality Standards

REGULASI TERKAIT PENGELOLAAN LINGKUNGAN HIDUP Regulations related to environmental management		
NO.	KETERANGAN	Description
<b>A. Undang-undang</b>		<b>Law</b>
3.	Peraturan Menteri Lingkungan Hidup dan Kehutanan NO. 15 Tahun 2019 tentang Baku Mutu Emisi Pembangkit Listrik Tenaga Termal	Regulation of the Minister of Environment and Forestry NO. 15 of 2019 concerning Emission Standards for Thermal Power Plants
4.	Peraturan Menteri Lingkungan Hidup dan Kehutanan No. 12 Tahun 2020 tentang Penyimpanan Limbah Bahan Berbahaya dan Beracun	Minister of Environment and Forestry Regulation No. 12 of 2020 concerning Storage of Hazardous and Toxic Waste

### Pemangku Kepentingan dan Lingkup Dampak Tanggung Jawab atas Lingkungan Hidup

Menyadari pentingnya pengelolaan potensi dampak lingkungan yang ditimbulkan, setiap kegiatan operasi di lingkungan Pelindo IV telah dilengkapi dokumen lingkungan hidup, baik dalam bentuk Analisis Mengenai Dampak Lingkungan (Amdal), Upaya Pengelolaan Lingkungan (UKL) dan Upaya Pemantauan Lingkungan (UPL), Dokumen Evaluasi Lingkungan Hidup (DELH) dan Dokumen Pengelolaan Lingkungan Hidup (DPLH). Melalui penyusunan Dokumen Lingkungan Hidup, PT Pelindo IV mengidentifikasi dampak yang ditimbulkan terhadap lingkungan hidup, sosial, ekonomi, budaya dan masyarakat sekitar. Selanjutnya dampak tersebut dikelola secara bijak dan dipantau berkesinambungan, sehingga tidak menimbulkan gangguan terhadap Perseroan maupun masyarakat sekitar serta pemangku kepentingan lainnya pada pengembangan selanjutnya.

### Implementasi Program Tanggung Jawab Lingkungan di lingkungan kantor

Salah satu bentuk kepedulian Perseroan terhadap pelestarian lingkungan hidup diwujudkan dalam bentuk himbauan kepada karyawan untuk melakukan efisiensi penggunaan listrik, air dan kertas. Perusahaan meyakini, jika dijalankan dengan baik, kebijakan yang sederhana tersebut akan memberikan dampak yang besar terhadap lingkungan hidup. Perusahaan juga mewajibkan seluruh kendaraan operasional serta peralatan bongkar muat Perusahaan untuk menggunakan BBM yang lebih ramah lingkungan. Selain itu saat ini sudah diimplementasikan program elektrifikasi di beberapa peralatan bongkar muat (*Container Crane* dan *Rubber Tyred Gantry Crane*) yang beroperasi di pelabuhan cabang. Program ini mengganti

### Stakeholders and the Scope of Environmental Responsibility Impact

Realizing the importance of managing potential environmental impacts, every operational activity within Pelindo IV has been equipped with various environmental documents, namely Environmental Impact Analysis (Amdal), Environmental Management Efforts (UKL) and Environmental Monitoring Efforts (UPL), Environmental Evaluation Documents (DELH) and Environmental Management Documents (DPLH). Through the preparation of an Environmental Document, PT Pelindo IV identifies the impact on the environment, social, economy, culture and the surrounding community. Furthermore, these impacts are managed wisely and monitored on an ongoing basis so as not to disturb the Company, the surrounding community and other stakeholders in the next development.

### Implementation of Environmental Responsibility Programs in the Office Environment

One form of the Company's concern for environmental preservation is manifested in the form of an appeal to employees to make efficient use of electricity, water and paper. The company believes that if implemented properly, this policy will have a major impact on the environment. The company also requires all operational vehicles and loading and unloading equipment to consume environmentally friendly fuel. In addition, currently an electrification program has been carried out for several loading and unloading equipment (*Container Crane* and *Rubber Tyred Gantry Crane*) operating at branch ports. Through this program, the engine for loading and unloading equipment is replaced from fossil





BBM ke listrik sebagai sumber penggerak mesin alat bongkar muat tersebut sehingga meminimalkan emisi gas buang di pelabuhan.

fuel to electricity to minimize exhaust emissions at ports.

## Pengelolaan Lingkungan

Berbagai upaya telah dilakukan untuk mengendalikan pencemaran lingkungan yaitu dengan melakukan monitoring serta pelaporan lingkungan kepada instansi terkait.

## Environmental Management

Various efforts have been made to control environmental pollution, namely by monitoring and reporting the environment to related agencies.

Perseroan melaksanakan program pengurangan emisi karbon dalam beberapa kegiatan sebagai berikut :

The Company implements a carbon emission reduction program in the following activities:

- a. Pemantauan Kualitas Emisi
- b. Pengukuran Kualitas Udara Ambient
- c. Pengukuran Kualitas Limbah Cair

- a. Emission Quality Monitoring
- b. Ambient Air Quality Measurement
- c. Measurement of Wastewater Quality

## Profil Kualitas Emisi

Dasar hukum :

Pemantauan kualitas emisi Pelindo IV menggunakan ketentuan Peraturan Menteri Lingkungan No. 15 Tahun 2019 tentang Baku Mutu Emisi Pembangkit Tenaga Termal. Periode pemantauan dilakukan sesuai dengan kapasitas pembangkit listrik atau genset yang terpasang serta jam operasional sesuai ketentuan dalam peraturan dimaksud..

## Emission Quality Profile

Legal basis :

Monitoring the quality of Pelindo IV emissions was carried out based on the provisions of the Minister of Environment Regulation No. 15 of 2019 concerning Emission Quality Standards for Thermal Power Plants. The monitoring period was carried out in accordance with the capacity of the power plant or generator installed as well as operating hours according to the regulations.

Emisi yang dikeluarkan dari pengoperasian beberapa alat bongkar muat (RTG) dan genset selama tahun 2020 adalah sebagai berikut :

Emissions resulting from the operation of several loading and unloading tools (RTG) and generators during 2020 are as follows:

NO	NAMA ALAT* Tool's name	KUALITAS UDARA EMISI/ Ambient Air Quality				KET
		Sulfur Dioksida Sulfur Dioxide (SO <sub>2</sub> )	Nitrogen Dioksida Nitrogen Dioxide (NO <sub>2</sub> )	Karbon Monoksida Carbon monoxide (CO)	Total Partikulat Total Particulate	
BAKU MUTU Quality Standards		800	1400	600	150	
SATUAN/ Unit		mg / Nm <sup>3</sup>	mg / Nm <sup>3</sup>	mg / Nm <sup>3</sup>	mg / Nm <sup>3</sup>	
1	RTG-06	< 1	39	175	3,40	
2	RTG-07	10	31	351	9,54	
3	RTG-08	< 1	88	127	7,44	
4	RTG-09	< 1	163	302	3,38	
5	RTG-11	< 1	39	185	5,46	
6	RTG-13	< 1	152	147	2,72	
7	RTG-14	1	62	135	77,24	
8	Genset-1	< 1	95	169	4,717	
9	Genset-2	< 1	268	179	4,7587	

Keterangan

\* Pengujian emisi dilakukan di peralatan bongkar muat di Terminal Petikemas Makassar

Information

\* Emission testing was carried out at the loading and unloading equipment at the Makassar Container Terminal

## Profil Kualitas Air Limbah

Sejalan dengan komitmen membangun kepedulian terhadap lingkungan, Perusahaan melakukan pengolahan atau treatment melalui Instalasi Pengolahan Air Limbah (IPAL) sebelum membuang air limbah dari kegiatan domestik (kegiatan kantor dan terminal penumpang) ke badan air. Dengan pengolahan/treatment tersebut, maka kualitas air limbah yang dibuang diharapkan berada di bawah baku mutu yang ditetapkan pemerintah. Profil kualitas air limbah Perusahaan pada tahun 2020 adalah sebagai berikut:

## Ambient Air Quality Profile

In line with its commitment to care for the environment, the Company treats wastewater from domestic activities (office and passenger terminals activities) through a Wastewater Treatment Plant (IPAL) before channeling it to water bodies. After undergoing this treatment, it is hoped that the quality of the discharged wastewater will be below the quality standards set by the government. The profile of the Company's wastewater quality in 2020 was as follows:

NO.	PARAMETER Parameter	SATUAN Unit	BAKU MUTU Quality standards	LOKASI Location	
				KANTOR Office	TERMINAL PENUMPANG Passenger Terminal
1	pH	-	6 - 9	7,89	8,15
2	Biological Oxygen Demand (BOD)	mg / L	30	7	20
3	Chemical Oxygen Demand (COD)	mg / L	100	20	49
4	Total Suspended Solid (TSS)	mg / L	30	16	18



NO.	PARAMETER Parameter	SATUAN Unit	BAKU MUTU Quality standards	LOKASI Location	
				KANTOR Office	TERMINAL PENUMPANG Passenger Terminal
5	Minyak dan Lemak	mg / L	5	4	4
6	Ammoniak (N-NH3)	mg / L	10	1,5	2,91
7	Total Coliform	MPN/100 mL	3000	< 10	< 10

**Keterangan :**  
Nilai yang tersaji merupakan nilai Maksimum dari hasil pengujian effluent IPAL Balikpapan, Bitung dan Terminal Petikemas Bitung

**Information :**  
The value presented is the maximum value from the results of the effluent test at the Balikpapan, Bitung and Bitung Container Terminals

## Profil Kebisingan Tahun 2020

Kebisingan rata-rata di lokasi Pelindo IV terukur di 63,19 dB. Berikut hasil pengukuran kebisingan di area Pelindo IV.

## Noise Profile for 2020

The average noise at the Pelindo IV location is measured at 63.19 dB. The following are the results of noise measurements in the Pelindo IV area.

NO	CABANG Branch	HASIL PENGUKURAN (dBA) MEASUREMENT RESULTS (dBA)
1	NUNUKAN	61,5
2	TARAKAN	57,8
3	SAMARINDA	60,00
4	BALIKPAPAN	65
5	TANJUNG REDEB	40.6
6	BITUNG	56
7	TERMINAL PETIKEMAS BITUNG	56
8	MANADO	57
9	GORONTALO	49,9
10	TOLITOLI	N/A
11	PANTOLOAN	67,60
12	PARE - PARE	70,1
13	MAKASSAR	62,5
14	TERMINAL PETIKEMAS MAKASSAR	62,5
15	TERMINAL PETI KEMAS MAKASSAR NEW PORT	74
	KENDARI	
16	Terminal Nusantara	63
	Terminal Petikemas Bungkutoko (KNP)	59
17	AMBON	70,1
18	TERNATE	67,8
19	SORONG	55,95
20	MANOKWARI	N/A

NO	CABANG Branch	HASIL PENGUKURAN (dBA) MEASUREMENT RESULTS (dBA)
21	FAK - FAK	N/A
22	JAYAPURA	74,4
23	BIAK	65,4
24	MERAUKE	63,6
Rata-rata/ <i>Average</i>		63,19

Keterangan :

- N/A : Tidak dilakukan pemantauan karena pandemi Covid-19
- Nilai yang tersaji merupakan nilai Maksimum dari beberapa lokasi pemantauan di pelabuhan

Information :

- N / A: No monitoring was carried out due to the Covid-19 pandemic
- The value presented is the Maximum value from several monitoring locations at the port

## Pengelolaan dan Pemanfaatan Energi

Energi dibutuhkan dan dimanfaatkan untuk kegiatan operasional Perseroan maupun kegiatan pendukung lain. Kebutuhan energi dipenuhi dari pemanfaatan sumber- sumber energi primer, baik yang diperoleh sendiri maupun didapat melalui pihak lain.

Pelindo IV melaksanakan audit energi berlandaskan pada:

- Undang-undang No.30 Tahun 2007 tentang energi.
- Instruksi Presiden No.13 Tahun 2011 tentang penghematan energi dan air.
- Peraturan Pemerintah (PP) No.70 Tahun 2009 tentang konservasi energi.
- PP No.14 Tahun 2012 tentang Manajemen Energi.

## Energy Management and Utilization

The company requires a lot of energy for its operational activities and other supporting activities. This need is met from the use of primary energy sources, either obtained independently or from other parties.

Pelindo IV carries out an energy audit based on:

- Law No.30 of 2007 concerning Energy.
- Presidential Instruction No.13 of 2011 concerning Saving Energy and Water.
- Government Regulation No.70 of 2009 concerning Energy Conservation.
- Government Regulation No.14 of 2012 concerning Energy Management.



**BANTUAN BINA LINGKUNGAN SEKTOR PELESTARIAN ALAM ARTIFICIAL REEF DI SULAWESI UTARA**  
 Bantuan Bina Lingkungan Sektor Pelestarian Alam Artificial Reef Di Sulawesi Utara

## Pengendalian Emisi Gas Rumah Kaca (GRK)

Kegiatan yang telah dilakukan mencakup pelaksanaan penghitungan beban emisi GRK, yang mencakup CO<sub>2</sub> (Faktor emisi 74,1 ton/TJ), CH<sub>4</sub> (Faktor emisi 3,9 x 10<sup>-3</sup> ton/TJ) dan N<sub>2</sub>O (Faktor emisi 3,9 x 10<sup>-3</sup> ton/TJ). Perhitungan emisi gas rumah kaca menggunakan metode tier 1 yaitu berdasarkan penggunaan / konsumsi Bahan Bakar yang dipakai PT Pelabuhan Indonesia IV (Persero) selama tahun 2020. Penggunaan bahan bakar solar PT Pelabuhan Indonesia IV (Persero) selama tahun 2020 sebesar 12.962,99 kL sehingga beban emisi GRK yang dihasilkan yaitu 31,81 ton CO<sub>2</sub>, 0,001674 ton CH<sub>4</sub> dan 0,001674 ton N<sub>2</sub>O.

## Reduksi Emisi GRK

Pelindo IV terus menerus berusaha mengurangi emisi GRK. Hal ini dilakukan sebagai dukungan pada kebijakan Pemerintah dalam mengurangi emisi GRK secara nasional.

Beberapa upaya yang telah dilakukan Pelindo IV, baik langsung maupun tidak langsung melalui penerapan teknologi ramah lingkungan diantaranya.

1. Penggantian lampu TL (explosion proof) dengan lampu LED.
2. Penggantian bahan APAR (Alat Pemadam Api Ringan) yang lebih ramah lingkungan (media *Liquid Gas Halon Free*).

## Emisi Lain

Emisi lain yang mendapat perhatian Pelindo IV adalah emisi yang mengandung substansi penipis lapisan ozon (*ozone depleting substances* atau *odS*). Emisi ODS antara lain berasal dari pemakaian refrigerant berbasis chlorofluorocarbon (*cfc*). Pelindo IV tidak lagi menggunakan refrigerant berbasis *cfc*, dan menggantikannya dengan Eceon yang lebih ramah lingkungan.

## Pengelolaan Limbah B3

Dalam kegiatan operasinya, Pelindo IV menghasilkan limbah yang terdiri dari beberapa jenis yaitu Bahan Berbahaya dan Beraacun (B3) maupun limbah non B3. Limbah B3 yang dihasilkan dikelola dengan cara disimpan di dalam tempat penampungan sementara (TPS) sesuai

## Control of Greenhouse Gas (GHG) Emissions

Activities that have been carried out include the calculation and reporting of the GHG emission load, which includes (what is calculated and what is not calculated) This activity is carried out as a form of compliance with the Regulation of the Minister of the Environment No. 13/2009 which regulates the inventory of GHG emission sources, quantification of GHG emission loads and periodic reporting of GHG emission loads. Measurements are carried out at the Operations Unit, covering direct emission sources from electrical energy generation activities (if any).

## GHG Emission Reduction

Pelindo IV continues to reduce GHG emissions as a form of support for Government policies in reducing national GHG emissions.

Some of the efforts that have been made by Pelindo IV, either directly or indirectly through the application of environmentally friendly technology, include:

1. Replacement of explosion proof (TL) lamps with LED lamps.
2. Replacement of Light Fire Extinguishers with Liquefied Gas Halon Free media which is more environmentally friendly.

## Other Emissions

Other emissions that Pelindo IV pay attention to are those containing Ozone-Depleting Substances (ODS). One of the sources of ODS emissions is the use of chlorofluorocarbon (CFC) based refrigerants. Pelindo IV no longer uses CFC-based refrigerants and has replaced them with eco-friendly Eceon.

## Waste Management and Treatment

In its operational activities, Pelindo IV produces two types of waste, namely Toxic and Hazardous Wastes and Non-Toxic and Non-Hazardous Wastes. Toxic and Hazardous Wastes are managed by being stored in temporary shelters (TPS) in accordance with the Permit

dengan Izin Tempat Penyimpan Sementara Limbah Bahan Berbahaya dan Beracun (TPS LB3) yang dimiliki masing-masing cabang. Limbah B3 yang terkumpul di TPS limbah B3 secara periodik diserahkan ke pihak pengumpul/pemanfaat/pemusnah dengan bekerja sama dengan pihak pengangkut yang sudah mempunyai izin dari Kementerian Lingkungan Hidup maupun Kementerian Perhubungan (pengangkut limbah B3).

Jumlah limbah B3 dari kegiatan operasional pelabuhan yang dihasilkan selama tahun 2020 adalah sebagai berikut :

NO	JENIS LIMBAH B3 Types of Toxic and Hazardous Wastes	KODE Code	BERAT (TON) Weight (Ton)	SUMBER LIMBAH	Sources of Waste
1	Aki Bekas	A102d	4,91	Kegiatan pemeliharaan kendaraan peralatan bongkar muat	Maintenance of loading and unloading equipment vehicles
2	Lampu TL	B107d	0,06	Aktivitas kantor dan terminal penumpang	Office and passenger terminal activities
3	Filter Bekas	B109d	12,00	Kegiatan pemeliharaan kendaraan peralatan bongkar muat	Maintenance of loading and unloading equipment vehicles
4	Oli Bekas	A108d	121,42	Kegiatan pemeliharaan kendaraan peralatan bongkar muat	Maintenance of loading and unloading equipment vehicles
5	Kain Majun	B110d	2,43	Aktivitas bengkel	workshop
6	Kemasan Terkontaminasi	B108d	1,41	Aktivitas bengkel / workshop dan kantor serta terminal penumpang	Workshop activities, offices, and passenger terminals

for Temporary Storage of Hazardous and Toxic Wastes owned by each branch. The Hazardous and Toxic Wastes are then periodically submitted by the transporters who have a permit from the Ministry of Environment and the Ministry of Transportation (carriers of Hazardous and Toxic Wastes) to the collectors / users / destroyers.

The amount of Toxic and Hazardous Wastes generated from port operations during 2020 is as follows:

## Pengelolaan Sampah

Upaya menurunkan sampah dilakukan melalui inisiatif kegiatan yang ramah terhadap lingkungan. menerapkan sistem eco-efisiensi berbasis 3R (*reuse, recycle, reduce*) diantaranya penggunaan aplikasi "I-office" dalam kegiatan administrasi internal perusahaan yang bertujuan mengurangi penggunaan kertas dan pengurangan penggunaan air minum dalam kemasan (AMDK) yang terbuat dari plastik.

Selain mereduksi sampah dari kegiatan internal, Pelindo IV juga aktif dalam pengelolaan sampah dari kegiatan pelabuhan (kapal dan kegiatan terminal penumpang) yaitu melalui penyediaan tempat sampah terpilah di cabang dan bekerja sama dengan pihak Bank Sampah setempat (Pelabuhan Makassar).

## Waste Management

Efforts to reduce waste are carried out through environmentally friendly activities, one of which is the application of an eco-efficiency system based on 3R (*reuse, recycle, reduce*) through the use of the "I-office" application in the company's internal administration activities to reduce the use of paper and plastic cups.

Apart from reducing waste from internal activities, Pelindo IV is also active in managing waste from port activities (ships and passenger terminal activities) by providing segregated trash bins at branches and cooperating with the local Garbage Bank (Makassar Port).

Sampah di perairan juga tidak luput dari pengelolaan, di mana secara berkala dilakukan pembersihan sampah dengan menggunakan Kapal Pengutip Sampah milik Cabang Makassar.

## Mekanisme Pengaduan Masalah Lingkungan Hidup

Perusahaan menyediakan sarana pengaduan untuk memudahkan dalam menyampaikan laporan terkait masalah lingkungan yang dapat disampaikan melalui portal resmi Perusahaan (email perusahaan). Laporan tersebut selanjutnya diteruskan ke Unit Kerja yang bertanggung jawab dalam bidang pengelolaan lingkungan hidup. Unit kerja pengelolaan lingkungan hidup menindaklanjuti laporan dimaksud dengan mengecek langsung kebenaran laporan tersebut di lapangan dan menyiapkan data pendukung lainnya. Hasil tindak lanjut tersebut selanjutnya disampaikan ke Sekretariat Perusahaan untuk diteruskan ke pihak yang menyampaikan laporan masalah lingkungan.

Pada tahun 2020, Perusahaan tidak mendapat laporan pengaduan yang berkaitan dengan masalah lingkungan. Demikian juga tidak ditemukan adanya pelanggaran atas peraturan perundang-undangan. tidak ada teguran atau sanksi dari otoritas yang berwenang terkait masalah pengelolaan lingkungan.

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## Dampak Kuantitatif atas Pengelolaan Aspek Lingkungan Hidup

Pada tahun 2020, Pelindo IV telah mengeluarkan anggaran untuk tanggung jawab sosial perusahaan terkait pengelolaan lingkungan hidup yang terdiri dari kegiatan monitoring, pengelolaan limbah B3 & non B3, dan pengadaan fasilitas pengelolaan lingkungan hidup yaitu instalasi pengolahan air limbah (IPAL).

Garbage in the waters is also managed. The Company periodically cleans up the trash using a Garbage Quoting Ship belonging to the Makassar Branch.

## Grievance Mechanism for Environmental Problems

The company provides a means of complaints to make it easier to submit reports related to environmental issues which can be submitted through the Company's official portal (company email). The report is then forwarded to the Work Unit which is responsible for environmental management. The environmental management work unit follows up on the report by directly checking the accuracy of the report in the field and preparing other supporting data. The results of the follow-up are then submitted to the Company Secretariat to be forwarded to the party submitting the environmental problem report.

In 2020, the Company did not receive any complaints related to environmental issues. Likewise, no violation of statutory regulations was found. there is no warning or sanction from the competent authority regarding environmental management issues.

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## Quantitative Impact of Environmental Aspect Management

In 2020, Pelindo IV issued a budget for the Corporate Social Responsibility program in the field of environmental management which consists of monitoring activities, management of Toxic and Hazardous Waste and Non-toxic and Harmless Waste, and procurement of environmental management facilities, namely the Wastewater Treatment Plant.



NO	JENIS KEGIATAN Type Of Activity	JUMLAH (Rp) Total (Rp)	KETERANGAN Description
<b>A. INVESTASI / INVESTMENT</b>			
1	Pengadaan dan Pemasangan IPAL Procurement and Installation of Waste Water Treatment Plant	2.745.970.000	Cabang Makassar dan Terminal Petikemas Makassar Makassar Branch and Makassar Container Terminal
<b>B EKSPLOITASI / EXPLOITATION</b>			
1	Pelaporan Pelaksanaan RKL RPL (Pemantauan lingkungan) Reporting on the Implementation of RKL RPL (environmental monitoring)	2.061.158.000	Seluruh cabang All branches
2	Pengelolaan limbah B3 Toxic and Hazardous Waste Management	250.000.000	Kegiatan pengangkutan limbah B3 Cab Toxic and Hazardous Waste transportation activities Cab

## TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP PRAKTIK KETENAGAKERJAAN KESEHATAN DAN KESELAMATAN KERJA

Corporate Social Responsibility for Occupational Health and Safety Employment Practices



Kesehatan dan keselamatan adalah faktor kunci bagi semua industri untuk mempromosikan kesejahteraan karyawan dan Perseroan. Oleh sebab itu, merupakan kewajiban dan tanggung jawab moral Perseroan untuk memastikan perlindungan karyawan.

Health and safety are key factors for all industries to promote the welfare of employees and the Company. Therefore, the Company has a moral obligation and responsibility to ensure employee protection.



## Kebijakan

Karyawan merupakan salah satu stakeholder utama bagi Perseroan. Kesehatan dan keselamatan adalah faktor kunci bagi semua industri untuk mempromosikan kesejahteraan karyawan dan Perseroan. Oleh sebab itu, merupakan kewajiban dan tanggung jawab moral Perseroan untuk memastikan perlindungan karyawan.

Perseroan menjalankan tanggung jawab sosial terhadap ketenagakerjaan dan keselamatan kerja dengan mengacu kepada peraturan dan perundangan yang berlaku, antara lain:

- a. Undang-Undang No. 01 Tahun 1970 tentang Keselamatan Kerja
- b. Undang-Undang No.13 Tahun 2013 tentang Ketenagakerjaan.
- b. Undang-Undang No.2 Tahun 2004 tentang Penyelesaian Perselisihan Hubungan Industrial.
- c. PP Nomor 50 Tahun 2012 tentang Pedoman Penerapan SMK3

Perseroan meyakini bahwa memiliki tanggung jawab untuk memperlakukan satu sama lain secara bermartabat, menghargai perbedaan baik itu ras, agama, jenis kelamin, difable, orientasi seksual atau perbedaan lainnya. Karena itu, Perseroan menghargai dan mempromosikan tempat kerja yang inklusif dan adil dan yang menumbuhkan rasa hormat terhadap semua karyawan, pelanggan, dan mitra bisnis. Kebijakan non-diskriminasi menjamin setiap insan Perseroan memiliki kesempatan yang sama dan setara dalam pelaksanaan kebijakan Perseroan. Kebijakan ini diatur dalam Standar Etika Perseroan, *Corporate Governance Policy*, *Management Policy* maupun *Perjanjian Kerja Bersama* dan dipublikasikan di portal internal.

Kebijakan Perseroan terkait karyawan tertuang dalam *Perjanjian Kerja Bersama* antara PT Pelabuhan Indonesia IV (Persero) dengan Serikat Pekerja PT Pelabuhan Indonesia IV (Persero) Nomor : 15/HK.301/4/DUT-2020 dan SK. 01/DPP.SP.PI.IV/V-2020 tanggal 20 Mei 2020 yang memuat sebagai berikut :

- a. PD 05 Tahun 2015 tentang Pemberian Tunjangan;
- b. PD 35 Tahun 2017 tentang Perubahan Kedua Lampiran Peraturan Direksi Nomor PD 09 Tahun 2013 tentang Penghasilan Pegawai;

## Policy

Employees are one of the main stakeholders of the Company. Health and safety are key factors for all industries to promote the welfare of employees and the Company. Therefore, the Company has a moral obligation and responsibility to ensure employee protection.

The Company carries out its social responsibility for employment and work safety by referring to the prevailing laws and regulations, including:

- a. Law No. 01 of 1970 concerning Work Safety
- b. Law No.13 of 2013 concerning Manpower.
- c. Law No.2 of 2004 concerning Industrial Relations Dispute Settlement.
- d. PP Number 50 of 2012 concerning Guidelines for the Implementation of SMK3

The Company feels it has a responsibility to treat each other with dignity and respect for differences, be it race, religion, gender, disabilities, sexual orientation or other differences. Therefore, the Company promotes an inclusive and fair workplace and fosters respect for all employees, customers and business partners. The non-discrimination policy ensures that every employee of the Company has equal opportunities in implementing the Company's policies. This policy is regulated in the Company's *Ethical Standards*, *Corporate Governance Policy*, *Management Policy* and *Collective Labor Agreement* and published on the internal portal.

The Company's policies regarding employees are contained in the *Collective Labor Agreement* between PT Pelabuhan Indonesia IV (Persero) and the PT Pelabuhan Indonesia IV (Persero) Workers Union Number: 15 / HK.301 / 4 / DUT-2020 and SK. 01 / DPP.SP.PI.IV / V-2020 dated 20 May 2020 which contains the following:

- a. PD 05 of 2015 concerning Provision of Allowances;
- b. PD 35 of 2017 concerning the Second Amendment to the Appendix of the Board of Directors Regulation Number PD 09 of 2013 concerning Employee Income;

- |   |   |
|---|---|
| <p>c. PD 36 Tahun 2017 tentang Perubahan Peraturan Direksi Nomor PD 05 Tahun 2015 tentang Pemberian Tunjangan Pegawai PT Pelabuhan Indonesia IV (Persero);</p> <p>d. PD 42 Tahun 2016 tentang Tunjangan Hari Raya Keagamaan;</p> <p>e. PD 15 Tahun 2019 tentang Bantuan Biaya Pendidikan Kepada Pegawai dilingkungan PT Pelabuhan Indonesia IV (Persero);</p> <p>f. PD 02 Tahun 2018 tentang Gaji ke-13 Bagi Pegawai PT Pelabuhan Indonesia IV (Persero);</p> <p>g. PD 06 Tahun 2019 tentang Tunjangan Kinerja dilingkungan PT Pelabuhan Indonesia IV (Persero);</p> <p>h. PD 06 Tahun 2016 tentang Perubahan Peraturan Direksi Nomor PD 39 Tahun 2008 tentang Tunjangan Pemakaian Telepon Genggam;</p> <p>i. PD 15 Tahun 2016 tentang Bantuan Uang Fasilitas Kendaraan dan Pemberian Uang Transport;</p> <p>j. PD 07 Tahun 2017 tentang Tunjangan Cuti Pegawai;</p> <p>k. PD 41 Tahun 2014 tentang Perubahan Kedua Keputusan Direksi Nomor KD 14 Tahun 2005 tentang Penyelenggaraan Program Pensiun Iuran Pasti bagi Pegawai PT Pelabuhan Indonesia IV (Persero);</p> <p>l. PD 19 Tahun 2006 tentang Perubahan Pasal 4 ayat (1), (2) dan (3) Keputusan Direksi Nomor KD 14 Tahun 2005 tentang Penyelenggaraan Program Pensiun Iuran Pasti (PPIP) bagi Pegawai PT Pelabuhan Indonesia IV (Persero);</p> <p>m. KD 25 Tahun 2003 tentang Perlakuan Terhadap Masa Kerja Bawaan;</p> <p>n. KD 28 Tahun 2003 tentang Cuti Pegawai dilingkungan PT Pelabuhan Indonesia IV (Persero);</p> <p>o. PD 01 Tahun 2016 tentang Pelepasan dan Pemberian Cenderahati bagi Pegawai yang Memasuki Masa Pensiun;</p> <p>p. PD 02 Tahun 2016 tentang Bantuan Sewa Rumah dan Biaya Meninggalkan atau Menempati Rumah Dinas;</p> <p>q. PD 02 Tahun 2017 tentang Perubahan Peraturan Direksi Nomor PD 24 Tahun 2007 tentang Bantuan Biaya Menunaikan Ibadah ke Tanah Suci bagi Pegawai dilingkungan PT Pelabuhan Indonesia IV (Persero);</p> <p>r. PD 14 Tahun 2016 tentang Uang Duka dan Sumbangan Kematian bagi Pegawai dan Keluarga Pegawai PT Pelabuhan Indonesia IV (Persero);</p> | <p>c. PD 36 of 2017 concerning Amendments to the Regulation of the Board of Directors Number PD 05 of 2015 concerning Providing Employee Benefits for PT Pelabuhan Indonesia IV (Persero);</p> <p>d. PD 42/2016 on Religious Holidays Allowance;</p> <p>e. PD 15 of 2019 concerning Education Fee Assistance to Employees in the PT Pelabuhan Indonesia IV (Persero) environment;</p> <p>f. PD 02/2018 concerning the 13th Salary for Employees of PT Pelabuhan Indonesia IV (Persero);</p> <p>g. PD 06 of 2019 concerning Performance Allowances within PT Pelabuhan Indonesia IV (Persero);</p> <p>h. PD 06 of 2016 concerning Amendment to Regulation of the Board of Directors Number PD 39 of 2008 concerning Cellular Phone Usage Allowances;</p> <p>i. PD 15/2016 on Vehicle Facility Funds and Transport Payments;</p> <p>j. PD 07 of 2017 concerning Employee Leave Allowance;</p> <p>k. PD 41 of 2014 concerning the Second Amendment to the Decree of the Board of Directors Number KD 14 of 2005 concerning the Implementation of a Defined Contribution Pension Program for Employees of PT Pelabuhan Indonesia IV (Persero);</p> <p>l. PD 19 of 2006 concerning Amendments to Pasal 4 paragraphs (1), (2) and (3) Decree of the Board of Directors Number KD 14 of 2005 concerning the Implementation of a Defined Contribution Pension Program (PPIP) for Employees of PT Pelabuhan Indonesia IV (Persero);</p> <p>m. KD 25 of 2003 concerning Treatment of Default Working Period;</p> <p>n. KD 28 of 2003 concerning Employee Leave within PT Pelabuhan Indonesia IV (Persero);</p> <p>o. PD 01/2016 on Releasing and Providing Souvenirs for Employees Entering Retirement Period;</p> <p>p. PD 02 of 2016 concerning Assistance to Rent a House and Costs of Leaving or Occupying an Official Home;</p> <p>q. PD 02 of 2017 concerning Amendments to the Regulation of the Board of Directors Number PD 24 of 2007 concerning Cost Assistance to Perform Worship to the Holy Land for Employees within the PT Pelabuhan Indonesia IV (Persero) environment;</p> <p>r. PD 14 of 2016 concerning Grief and Death Donations for Employees and Family of Employees of PT Pelabuhan Indonesia IV (Persero);</p> |
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- s. PD 15 Tahun 2015 tentang Pedoman Penetapan Penghasilan Direksi dan Dewan Komisaris;
- t. PD 34 Tahun 2017 tentang Perubahan Peraturan Doireksi Nomor PD 15 Tahun 2016 tentang Bantuan Fasilitas Kendaraan dan Pemberian Uang Transportasi;
- u. PD 36 Tahun 2016 tentang Bantuan Fasilitas Jabatan General Manager;
- v. PD 17 Tahun 2016 tentang Sumbangan Kematian bagi Pensiunan Pegawai, Mantan Direksi, dan Mantan Komisaris dilingkungan PT Pelabuhan Indonesia IV (Persero);
- w. PD 38 Tahun 2014 tentang Pemberian Penghargaan Purnabakti Kepada Pegawai yang Diberhentikan Sebagai Pegawai dilingkungan PT Pelabuhan Indonesia IV (Persero).

Perseroan berupaya untuk dapat memenuhi hak-hak karyawan sebagaimana yang telah diatur dalam Undang-undang No. 13 Tahun 2003 tentang Ketenagakerjaan. Undang-undang tersebut juga menjadi dasar bagi perseroan dalam menjalankan hubungan industrial dengan tenaga kerja. Perseroan berupaya untuk menjadi perusahaan yang taat asas dan taat aturan termasuk di bidang ketenagakerjaan, Kesehatan dan Keselamatan Kerja. Perseroan berupaya untuk mematuhi semua peraturan perundang-undangan yang berlaku. Perseroan memberikan perhatian dan komitmen yang tinggi dalam hal kesetaraan gender dan kesempatan kerja, pelatihan kerja untuk meningkatkan profesionalisme karyawan, sistem imbal jasa yang sepadan hingga kesehatan serta keselamatan kerja bagi seluruh karyawan.

Kesehatan dan keselamatan bukan hanya diprioritaskan ke dalam Perseroan, namun juga diperluas ke semua mitra, kontraktor, dan vendor bisnis pihak ketiga. Untuk memastikan bahwa peraturan, kebijakan, dan prosedur keselamatan telah diterapkan dengan benar dan konsisten, Perseroan terus melibatkan setiap divisi, unit kerja, dan pihak ketiga melalui serangkaian pelatihan keselamatan, lokakarya, serta pesan-pesan komunikasi lainnya. Perseroan mendukung inisiatif-inisiatif edukatif dengan menanamkan rasa disiplin yang kuat serta memastikan bahwa segala bentuk pelanggaran terhadap peraturan keselamatan akan mendapatkan sanksi yang tegas. Standar dan persyaratan keselamatan adalah

The Company strives to fulfill the rights of employees as regulated in Law No. 13 of 2003 concerning Manpower. This law is also the basis for the company in carrying out industrial relations with workers. The company strives to be a company that complies with principles and regulations, including in the fields of manpower, occupational health and safety. The Company strives to comply with all applicable laws and regulations. The Company pays high attention and commitment in terms of gender equality and job opportunities, job training to improve employee professionalism, a system of commensurate remuneration, and occupational health and safety for all employees.

Health and safety is not only prioritized internally for the Company, but is also extended to all partners, contractors and third party business vendors. To ensure that safety regulations, policies and procedures are implemented correctly and consistently, the Company engages all divisions, work units and third parties through a series of safety trainings, workshops and other communication messages. The Company supports educational initiatives by instilling a strong sense of discipline and ensuring that all forms of violation of safety regulations will receive strict sanctions. Safety standards and requirements are part of a contractual agreement between the Company and a third party. The Company wants this standard to





**SIMULASI TANGGAP DARURAT (KEBAKARAN, HURU HARA, TEROR BOM, DAN BENCANA ALAM)**  
 Emergency Response Simulation (Fire, Riot, Bomb Terror, and Natural Disasters)

bagian dari perjanjian kontrak antara Perseroan dan pihak ketiga. Perseroan memiliki tujuan agar standar ini sepenuhnya dipenuhi saat melakukan semua kegiatan bisnis. Pelanggaran terhadap standar yang telah disepakati akan mendapatkan konsekuensi hukum.

Untuk memastikan pemenuhan harapan, standar dan persyaratan keselamatan serta penerapan Manajemen Keselamatan yang tepat, dan kinerja keselamatan yang baik dari kontraktor serta Mitra Bisnis, Perseroan melakukan Audit Keselamatan kepada kontraktor dan mitra bisnis secara teratur, baik oleh Tim internal Perseroan maupun eksternal (badan audit independen).

Topik Keselamatan dan Kesehatan Kerja (K3) penting disajikan dalam laporan ini mengingat kegiatan operasional Perseroan memiliki potensi risiko K3 dan dapat mempengaruhi keberlanjutan operasi. Perseroan menjalankan pengelolaan K3 dalam rangka pencapaian zero accident dan zero fatality menuju World Class Safety Culture. Pengelolaan K3 mengacu pada PP Nomor 50 Tahun 2012 tentang Pedoman Penerapan SMK3. Perseroan juga bekerja sama dengan pihak eksternal menyelenggarakan pelatihan teknis yaitu ISO 14001, ISO 45001, SMK3, Diklat AK3 Umum dan Auditor SMK3.

be fully met in all business activities. Violation of agreed standards will have legal consequences.

To ensure the fulfillment of expectations, safety standards and requirements as well as the implementation of proper Safety Management, and good safety performance of contractors and business partners, the Company conducts Safety Audits of contractors and business partners on a regular basis, both by the Company's internal and external teams (independent audit bodies).

The topic of Occupational Safety and Health (OHS) is important to be presented in this report considering that every operational activity of the Company has a potential OHS risk and can affect its sustainability. The Company carries out OHS management in order to achieve zero accidents and zero fatality towards a World Class Safety Culture. OHS management refers to PP Number 50 of 2012 concerning Guidelines for the Implementation of SMK3. The Company also collaborates with external parties to organize technical training, namely ISO 14001, ISO 45001, SMK3, General AK3 Training and SMK3 Auditor.

Komitmen Perseroan dalam melaksanakan kegiatan operasi secara aman dengan menerapkan standar yang tinggi terhadap aspek Kesehatan dan Keselamatan Kerja dan Lingkungan Hidup (K3LH) yang dituangkan dalam Kebijakan Perseroan secara tertulis yang ditandatangani oleh Direktur Utama Perseroan.

Hubungan antara karyawan dengan manajemen perseroan telah terbina dengan baik. Hal ini terlihat dari dibentuknya Serikat Karyawan/Pekerja Pelindo IV, yang merupakan organisasi yang berhak mewakili karyawan dalam berhubungan dengan manajemen. Perjanjian Kerja Bersama (PKB) yang menjadi rujukan dalam melaksanakan hubungan industrial. Dalam PKB diatur mengenai pengakuan hak-hak dan kewajiban, penerimaan, pengangkatan, kedudukan, hak dan kewajiban karyawan, jabatan dan kepangkatan, pembinaan dan pengembangan karyawan, perjalanan dinas dan mutasi, waktu kerja dan waktu istirahat, kerja lembur, izin meninggalkan pekerjaan, sistem pengajian karyawan, kesejahteraan karyawan, keselamatan dan kesehatan kerja dan pemberhentian dan pensiun karyawan.

The Company's commitment to operating safely by applying high standards to the aspects of Health, Safety and Environment (K3LH) is outlined in a written Company Policy signed by the President Director of the Company.

The relationship between employees and company management has been well established. This can be seen from the establishment of the Pelindo IV Workers' Union, an organization that represents employees in relation to management. Collective Labor Agreement (PKB) is used as a reference in the implementation of industrial relations. PKB regulates the recognition of rights and obligations, recruitment, appointment, position, rights and obligations of employees, positions and ranks, employee training and development, official travel and transfers, working time and rest time, overtime work, leave permits, payroll system, welfare employees, occupational safety and health, employee layoffs and pension plans.



Komitmen perusahaan yang dituangkan dalam PKB yang mengatur tentang hak perempuan antara lain :

1. Hak Cuti Bersalin, Melahirkan, dan Gugur Kandungan.
  - Karyawati yang melahirkan berhak atas cuti bersalin.
  - Hak cuti bersalin sebagaimana dimaksud dalam ayat (1) adalah selama 3 (tiga) bulan yaitu 45 (empat puluh lima) hari kalender menjelang waktu melahirkan sesuai dengan perhitungan dokter dan 45 (empat puluh lima) hari kalender sesudah melahirkan.
  - Karyawati yang mengalami Gugur Kandungan berdasarkan surat keterangan dokter yang merawat berhak atas istirahat yang lamanya 45 (empat puluh lima) hari atau ditentukan berdasarkan surat keterangan dokter yang merawatnya.
  - Selama menjalani Cuti Bersalin (Melahirkan) atau Gugur Kandung, Karyawati yang bersangkutan menerima gaji penuh.
  - Hal-hal lain mengenai Cuti Bersalin (Melahirkan) atau Gugur Kandung, diatur dalam peraturan pelaksanaan dengan Surat Keputusan Direksi.
2. Hak untuk fasilitas laktasi
  - Perseroan memberikan kesempatan kepada karyawati untuk melakukan laktasi bagi karyawati yang masih memiliki anak usia menyusui.
  - Untuk keperluan sebagaimana dimaksud dalam ayat (1), Perusahaan wajib menyediakan tempat khusus laktasi dengan fasilitas yang memadai.

Perseroan melakukan *due diligence* pada tahun 2020 yaitu dengan lembaga audit untuk aspek ketenagakerjaan baik secara internal maupun terkait dengan aturan-aturan yang berlaku yaitu :

1. KPKU
2. SNI
3. Manajemen Risiko
4. Audit Resertifikasi SMK3
5. Program pemantauan BLH Provinsi

The PKB regulates company commitments regarding women's rights, including:

1. Entitlements to leave for maternity, childbirth, and miscarriage.
  - Employees who give birth are entitled to maternity leave.
  - The right to maternity leave as referred to in paragraph (1) is for 3 (three) months, namely 45 (forty five) calendar days before delivery according to the doctor's calculation and 45 (forty five) calendar days after delivery.
  - Employees who experience a miscarriage based on a doctor's certificate are entitled to rest for 45 (forty five) days or in accordance with the certificate from the doctor who treated them.
  - During maternity leave (childbirth) or after a miscarriage, the employee receives full salary.
  - Other matters concerning maternity leave (childbirth) or miscarriage are regulated in implementing regulations by a Decree of the Board of Directors.
2. Right to lactation facilities
  - The Company provides breastfeeding opportunities for employees who still have breastfeeding age children.
  - For the purposes referred to in paragraph (1), the company is obliged to provide a special place for lactation with adequate facilities.

The Company carried out due diligence in 2020 with an audit institution for the labor aspect both internally and in relation to the applicable regulations, namely:

1. KPKU
2. SNI
3. Risk management
4. SMK3 Recertification Audit
5. Provincial BLH monitoring program

## Target

Tahun 2020 Perseroan telah menetapkan beberapa target pencapaian antara lain:

- Terjaminnya kesejahteraan pegawai sesuai dengan peraturan yang berlaku dan yang tertuang dalam PKB; dan
- Terjaminnya kesetaraan gender dalam kesempatan kerja, maupun kesetaraan dalam kesempatan memperoleh pelatihan bagi seluruh pegawai
- Tercapainya zero accident, Zero Fatality, dan SMK3 bendera emas di seluruh tahapan aspek kegiatan operasional dan di seluruh unit-unit kerja Perseroan.

## Program Ketenagakerjaan

- Meningkatkan produktivitas per tahun.
- Pengembangan dan penyediaan sarana prasarana kerja
- Program Assesment/Couching & Couseling serta peningkatan Kompetensi
- Dst

## Program Pencegahan Insiden Kerja

Perseroan mencegah terjadinya insiden kecelakaan kerja melalui pelaksanaan beragam program berikut:

1. Pemeriksaan K3 listrik
  - Pemeriksaan fire alarm sistem setiap 1 bulanan
  - Pemeriksaan lift secara setiap 1 tahun
  - Pemeriksaan penyalur petir setiap 1 tahun
2. Pemeriksaan sarana Pemadam Kebakaran
  - Monitoring apar setiap 1 bulan
  - Inspeksi APAR setiap 1 bulan
  - Pemeriksaan fire pump Hydrant setiap 1 bulan
  - Simulasi tanggap darurat setiap 1 tahun
  - Pemeriksaan visual fire alarm, smoke detector dan sprinkler setiap 1 bulan

## Kegiatan

### Produktivitas Karyawan

Produktivitas karyawan memiliki peran penting dalam kelangsungan bisnis perusahaan karena berkaitan dengan kelancaran operasional yang mengarah kepada profit. Karena itu, Perseroan selalu berusaha untuk meningkatkan kompetensi karyawan sehingga dapat

## Target

In 2020 the Company has set several achievement targets, including:

- Guaranteed employee welfare in accordance with applicable regulations and PKB; and
- Guaranteed gender equality in employment opportunities and equality for all employees in obtaining training.
- Achieving Zero Accident, Zero Fatality, and SMK3 gold flags in all stages of operational activities and in all work units of the Company.

## Employment Program

- Increase productivity per year.
- Development and provision of work infrastructure
- Assessment / Couching & Counseling Program as well as competency improvement
- Etc.

## Occupational Incident Prevention Program

The Company prevents incidents of work accidents by implementing the following programs:

1. Electrical OHS check
  - Weekly and monthly checks of the fire alarm system
  - Annual lift inspection.
  - Annual inspection of lightning protection systems
2. Examination of fire fighting facilities
  - Fire Extinguisher monthly monitoring
  - Fire Extinguisher monthly inspections
  - Examination of the Hydrant fire pump every quarter
  - Emergency response annual simulation
  - Visual inspection of fire alarms, smoke detectors and sprinklers every 1 month

## Activities

### Employee Productivity

Employee productivity has an important role in the company's business continuity because it relates to smooth operations that lead to profit. Therefore, the Company always strives to improve the competence of employees so that they can provide maximum





memberikan kontribusi maksimal untuk mendukung pencapaian target yang telah ditetapkan. Proses perencanaan, perekrutan, pendidikan dan pelatihan hingga penempatan karyawan direncanakan secara matang dengan mempertimbangkan perubahan keadaan dan perkembangan bisnis Perseroan ke depan. Selain hal tersebut, Perseroan juga senantiasa memperbaiki sistem penilaian karyawan, memastikan tersedianya fasilitas teknologi yang mendukung kebutuhan kerja maupun proses transfer ilmu antar karyawan, serta pemberlakuan peraturan pemberian penghargaan dan sanksi atas hasil evaluasi mendalam atas produktivitas karyawan yang dilakukan secara berkala. Hal ini tidak lain adalah untuk memastikan tersedianya SDM yang produktif. Pada tahun 2020 produktivitas karyawan mencapai Rp322.896.538/ karyawan.

### Kesejahteraan Karyawan

1. Take Home Pay
  - a. Merit
  - b. Tunjangan Prestasi
  - c. Tunjangan Regional
  - d. Tunjangan Jabatan

contribution to support the achievement of the targets that have been set. The planning, recruitment, education and training processes to the placement of employees are carefully planned by taking into account changes in circumstances and future developments in the Company's business. In addition to this, the Company also continues to improve the employee appraisal system, ensure the availability of technology facilities that support work needs and the process of transferring knowledge between employees, and enforce the rules of awarding and sanctions for the results of periodic in-depth evaluations of employee productivity. This is none other than ensuring the availability of productive human resources. In 2020, employee productivity will reach IDR 322,896,538 / employee.

### Employee welfare

1. Take Home Pay
  - a. Merit
  - b. Achievement Allowance
  - c. Regional Allowance
  - d. Positional allowance



2. Tunjangan Makan
3. Transportasi dan Mobilitas
4. Tunjangan HP
5. Tunjangan Kinerja
  - Perusahaan memberikan tunjangan kinerja kepada seluruh karyawan sebagai penghargaan atas prestasi kerja karyawan.
  - Tunjangan Kinerja dibayarkan sesuai capaian kinerja individu (MKP) dan capaian unit kerja (MKO), yang dievaluasi setiap bulan. Aspek – Aspek yang dinilai antara lain :
    - a. Aspek penilaian MKO dalam *e-performance* yaitu Penilaian Kinerja Organisasi (Korporate) dan Penilaian Kinerja Unit Kerja/Cabang.
    - b. Aspek penilaian MKP dalam *e-performance* yaitu Penilaian Program Kerja Pegawai Bulanan (PKPB) dan Penilaian Perilaku Kerja pegawai (Kompetensi inti, Kompetensi Peran Struktural, Kompetensi Peran Non Struktural, Kompetensi Teknis)
6. Tunjangan Perumahan
7. Bantuan Biaya Pendidikan
8. Tunjangan Hari Raya Keagamaan
  - Karyawan diberikan tunjangan hari raya keagamaan yang diberikan paling lambat 7 (tujuh) hari sebelum Hari Raya.
9. Bantuan Biaya Perjalanan melaksanakan Ibadah
  - Perseroan memberikan kesempatan dengan membantu karyawan untuk melaksanakan perjalanan ibadah menurut agamanya masing-masing yang resmi diakui pemerintah.
10. Pakaian Seragam Kerja
  - Perseroan mengatur/menyediakan pakaian seragam kerja beserta kelengkapannya kepada seluruh Karyawan sesuai dengan bidang pekerjaannya.
  - Pemberian seragam kerja diatur dengan Surat Keputusan Direksi.
11. Jaminan Kesehatan bagi Karyawan dan Keluarga
  - Perseroan memberikan jaminan perawatan kesehatan bagi karyawan dan keluarga yang ditanggung baik bersifat normatif dalam bentuk program BPJS Kesehatan dan Program Jaminan Kesehatan Non BPJS;
2. Meal Allowance
3. Transportation and Mobility
4. HP Allowance
5. Performance Allowances
  - The company provides performance allowances to all employees as a reward for employee performance.
  - Performance allowances are paid according to individual performance achievements (MKP) and work unit achievements (MKO), which are evaluated every month. Aspects assessed include:
    - a. Aspects of MKO assessment in *e-performance* are Organizational Performance Assessment (Corporate) and Work Unit / Branch Performance Assessment.
    - b. Aspects of MKP assessment in *e-performance* are Monthly Employee Work Program Assessment (PKPB) and Employee Work Behavior Assessment (Core Competencies, Structural Role Competencies, Non-Structural Role Competencies, Technical Competencies)
6. Housing Allowance
7. Tuition Fee Assistance
8. Religious holiday allowance
  - Employees are given a religious holiday allowance which is given no later than 7 (seven) days before Hari Raya.
9. Travel Expenses Assistance to carry out Worship
  - The Company provides opportunities by helping employees to carry out religious trips according to their respective religions which are officially recognized by the government.
10. Work Uniforms
  - The Company regulates / provides work uniforms and accessories to all employees according to their field of work.
  - The provision of work uniforms is regulated by a Decree of the Board of Directors.
11. Health Insurance for Employees and Families
  - The Company provides health care insurance for employees and their families, both normative in nature, in the form of the BPJS Kesehatan program and the Non-BPJS Health Insurance Program;

- Perusahaan menanggung jaminan kesehatan yakni 1 (satu) orang isteri atau suami dan 3 (tiga) orang anak (BPJS), 2 (dua) orang anak (Non BPJS).

- The company covers health insurance, namely 1 (one) wife or husband and 3 (three) children (BPJS), 2 (two) children (Non BPJS).

12. Bonus

- Sepanjang tidak bertentangan dengan Anggaran Dasar Perusahaan, Perseroan akan memberikan Bonus kepada seluruh karyawan sebagai penghargaan atas prestasi kerja karyawan selama masa tertentu jika oleh Direksi prestasi kerja tersebut dinilai memenuhi ketentuan - ketentuan yang telah ditetapkan oleh pemegang saham dan wajar untuk diberikan Bonus.
- Bonus dibayarkan kepada pegawai sesuai capaian laba perusahaan dan memperhitungkan hasil capaian MKP dan MKO; Adapun hasil capaian akhir MKP dan MKO (Aplikasi e-performance) yaitu :
 

a. Istimewa	: 90% - 100%
b. Sangat baik	: 75% - 89.99%
c. Baik	: 60% - 74.99%
d. Cukup	: 50% - 59.99%
e. Kurang	: <50%

12. Bonuses

- As long as it does not conflict with the Company's Articles of Association, the Company will give Bonuses to all employees as a reward for the employee's work performance for a certain period if the Board of Directors deems the work performance to meet the provisions set by shareholders and it is reasonable to receive Bonuses.
- Bonuses are paid to employees according to the company's profit and take into account the results of MKP and MKO achievements; The final results of MKP and MKO (e-performance application) are:
 

a. Special	: 90% - 100%
b. Very good	: 75% - 89.99%
c. Good	: 60% - 74.99%
d. Enough	: 50% - 59.99%
e. Less	: <50%



**PELAKSANAAN SOSIALISASI K3 KEPADA ANAK MAGANG**  
 Implementation of OHS Socialization to Interns

### 13. Tanda Jasa dan Penghargaan

- Secara rutin, perseroan memberikan apresiasi kepada karyawan yang berprestasi dalam mendukung kegiatan operasional perseroan, mewujudkan perbaikan dan inovasi, serta karyawan yang memiliki loyalitas tinggi terhadap perseroan. Pemberian penghargaan ini untuk memotivasi karyawan agar memberikan kontribusi yang lebih baik di periode mendatang.

Syarat :

- 1) Sehat jasmani dan rohani;
  - 2) Masa kerja minimal 13 tahun;
  - 3) Belum pernah menunaikan ibadah ke tanah suci;
  - 4) Berprestasi dan menjadi suri tauladan;
  - 5) Aktif melaksanakan ibadah ke mesjid/gereja;
  - 6) Tidak dikenakan hukuman disiplin dalam 5 tahun terakhir;
  - 7) Opini publik baik
14. Jaminan Sosial Tenaga Kerja / Badan Penyelenggara Jaminan Sosial Ketenagakerjaan
- Perseroan memberikan perlindungan dalam bentuk jaminan sosial tenaga kerja kepada seluruh karyawan berupa :
    - a. Jaminan kecelakaan kerja.
    - b. Jaminan kematian.
    - c. Jaminan Hari tua.
    - d. Jaminan Pensiun
  - Besarnya jaminan kecelakaan kerja, jaminan kematian, jaminan hari tua dan jaminan pensiun ditentukan sesuai dengan peraturan pemerintah tentang jaminan sosial tenaga kerja.
  - Iuran program jaminan kecelakaan kerja dan jaminan kematian ditanggung seluruhnya oleh perusahaan sedangkan iuran jaminan hari tua dan jaminan pensiun ditanggung bersama oleh perusahaan dan karyawan sesuai dengan ketentuan perundang-undangan yang berlaku.

### 13. Merits and Awards

- Routinely, the company gives appreciation to employees who excel in supporting the company's operational activities, realizing improvements and innovation, as well as employees who have high loyalty to the company. This award is given to motivate employees to make better contributions in the coming period.

Requirements :

- 1) Physically and mentally healthy;
  - 2) Minimum work period of 13 years;
  - 3) Have never performed worship in a holy land;
  - 4) Have good achievement and become role models;
  - 5) Active in carrying out worship at the mosque/ church;
  - 6) Has not been subject to disciplinary penalties in the last 5 years;
  - 7) Public opinion is good
14. Workers' Social Security / Manpower Social Security Administering Bodies
- The Company provides protection in the form of labor social security to all employees in the form of:
    - a. Accident insurance.
    - b. Life insurance.
    - c. Pension plan.
    - d. Pension Guarantee

The amount of work accident insurance, death security, old age savings and pension benefits is determined in accordance with government regulations on workers' social security.
  - Work accident and death insurance contributions are borne entirely by the company, while old-age savings and pension benefits are borne jointly by the company and employees in accordance with the prevailing laws and regulations.

JAMINAN SOSIAL TENAGA KERJA Social Security	BESAR IURAN DARI PENGHASILAN YANG DITANGGUNG Amount of Contribution of the Borneed Income	
	PERSEROAN Company	KARYAWAN Employees
Jaminan kecelakaan kerja Accident insurance	0,54%	-
Jaminan kematian Life insurance	0,30%	-
Jaminan Hari tua Pension plan	3,70%	2%
Jaminan Pensiun Pension Guarantee	2%	1%

15. Uang Duka

Perusahaan memberikan bantuan uang duka dan bantuan fasilitas lainnya sebagai wujud kepedulian dan perhatian terhadap karyawan yang mendapat musibah.

Besarnya uang duka dan fasilitas lainnya sebagaimana dimaksud di atas diatur sebagai berikut:

- Uang Duka Rp.15 Juta dibayarkan kepada ahli waris Pegawai aktif dan Pegawai yang telah pensiun yang meninggal dunia;
- Uang Duka Rp.10 Juta dibayarkan kepada pegawai yang keluarga intinya meninggal dunia (pasangan dan anak).

16. Masa Persiapan Pensiun (MPP)

- Pegawai yang akan memasuki Purnabakti dapat melaksanakan MPP 6 (enam) bulan sebelum tanggal pensiun.

17. Penghargaan purnabakti

18. Cenderahati

19. Perumahan dan Kendaraan Dinas Operasional

- Kepada karyawan yang menduduki jabatan tertentu dapat diberikan fasilitas rumah dinas dan kendaraan dinas operasional.

20. Program PPMP dan PPIP

- Seluruh pegawai diikutsertakan pada program PPMP dan PPIP.

21. Asuransi Jiwa

- Seluruh pegawai diikutsertakan pada program Asuransi Jiwa Kumpulan.

22. Koperasi Karyawan

- Dalam rangka peningkatan kesejahteraan karyawan, perusahaan mendukung berdirinya koperasi karyawan di lingkungan perusahaan yang didasarkan pada peraturan perundang-undangan yang berlaku

15. Funeral Money

The company provides funeral money assistance and other facilities as a form of concern and concern for employees who have experienced disaster.

The amount of funeral money and other facilities as referred to above is regulated as follows:

- Rp.15 million of funeral money is paid to the heirs of active employees and retired employees who have passed away;
- Funeral payment of Rp. 10 million is paid to employees whose immediate family has died (spouse and children).

16. Retirement Preparation Period (MPP)

- Employees who are about to enter retirement can carry out the MPP 6 (six) months before the retirement date.

17. Retirement awards

18. Be clear

19. Housing and Operational Service Vehicles

- Employees who occupy certain positions can be given official housing facilities and operational official vehicles.

20. PPMP and PPIP programs

- All employees are included in the PPMP and PPIP programs.

21. Life Insurance

- All employees are included in the Group Life Insurance program.

22. Employee Cooperative

- In order to improve employee welfare, the company supports the establishment of employee cooperatives within the company based on the prevailing laws and regulations





## Remunerasi

Perseroan melakukan kunjungan dan pelaporan secara rutin mengenai tenaga kerja yang ada di perusahaan kepada instansi pemerintah dalam hal ini Disnaker kota dan Provinsi, sharing antara Disnaker dengan gabungan serikat pekerja dalam hal penentuan standar upah pekerja.

Jenis Remunerasi yang di Terima karawan :

1. *Take Home Pay*
  - a. *Merit*
  - b. Tunjangan Prestasi
  - c. Tunjangan Regional
  - d. Tunjangan Jabatan
2. Tunjangan Makan
3. Transportasi dan Mobilitas
4. Tunjangan HP
5. Tunjangan Kinerja
6. Tunjangan Perumahan
7. Bantuan Biaya Pendidikan
8. Tunjangan Hari Raya Keagamaan

Perseroan memahami bahwa kompensasi dan benefit yang diberikan Perseroan berimbas pada kondusivitas kinerja serta perputaran dari karyawan. Oleh karena itu,

## Remuneration

The company visits and makes regular reports on the company's workforce to government agencies, in this case the City and Provincial Manpower Offices. Discussions were held between the Manpower Office and the union to determine wage standards.

Types of Remuneration Received by employees:

1. *Take Home Pay*
  - a. *Merit*
  - b. *Achievement Allowance*
  - c. *Regional Allowance*
  - d. *Positional allowance*
2. *Meal Allowance*
3. *Transportation and Mobility*
4. *HP Allowance*
5. *Performance Allowances*
6. *Housing Allowance*
7. *Tuition Fee Assistance*
8. *Religious holiday allowance*

The Company understands that the compensation and benefits provided by the Company will have an impact on the conducive performance and turnover of employees.



Perseroan memberikan kompensasi bulanan pekerjaan yang sesuai dan mengupayakan imbal jasa terbaik melebihi ketentuan perundang-undangan (UMR) serta sesuai kemampuan Perseroan dan tanpa memberatkan jam kerja karyawan. Nilai persentase imbal jasa terendah yang dikeluarkan oleh Perseroan dibandingkan UMR pada daerah bersangkutan sebagai berikut :

Therefore, the Company provides an appropriate monthly compensation and strives for the best remuneration that exceeds the statutory provisions (UMR) but is still in accordance with the Company's capabilities and without burdening employees' working hours. The lowest percentage value of service fees issued by the Company compared to the UMR in the relevant area is as follows:

### Perbandingan imbal jasa dan UMP

### Comparison of fees and UMP

NO	UNIT KERJA WORK UNIT	UMP/UMK Provincial Regional Minimum Wages
-	Area Makassar	Rp3,255,403
-	Area Jakarta	Rp4,416,186
2	Makassar	Rp3,255,403
3	Terminal Petikemas Makassar	Rp3,255,403
4	Makassar New Port	Rp3,255,403
5	Balikpapan	Rp3,069,315
6	Samarinda	Rp3,112,156
7	Bitung	Rp3,310,723
8	Ambon	Rp2,643,387
9	Sorong	Rp3,134,600
10	SBU Properti	Rp3,255,403
11	SBU Marine Service	
-	Luwuk	Rp2,680,989
-	Tanah Grogot	Rp3,025,172
-	Bontang Lhoktuan	Rp3,182,706
-	Sangkulirang	Rp3,140,098
-	Makassar	Rp3,255,403
12	Jayapura	Rp3,516,710
13	Tarakan	Rp3,167,913
14	Pantoloan	Rp2,620,959
15	Ternate	Rp2,821,515
16	Kendari	Rp2,768,592
17	Bontang Lhoktuan	Rp3,182,706
18	Parepare	Rp2,960,382
19	Biak	Rp3,516,700
20	Merauke	Rp3,516,700
21	Manokwari	Rp3,134,600
22	Nunukan	Rp3,083,182
23	Tanjung Redeb	Rp3,386,593

NO	UNIT KERJA WORK UNIT	UMP/UMK Provincial Regional Minimum Wages
24	Gorontalo	Rp2,788,826
25	Fakfak	Rp3,134,600
26	Tolitoli	Rp2,345,970
27	Manado	Rp3,310,723
28	UPK Sangatta	Rp3,140,098
29	Terminal Petikemas Bitung	Rp3,310,723
30	Kaltim Kariangau Terminal	Rp3,069,315
31	PT Bank Mandiri	Rp3,165,876
32	PT Timah Manis	
-	Area Sorong	Rp3,134,600
-	Area Kendari	Rp2,768,592

Pemberian imbal jasa kepada karyawan sesuai kompetensi dan kinerjanya tanpa membedakan gender maupun SARA. Perseroan senantiasa berupaya menjaga gap rasio gaji seluruh pegawai agar tidak terdapat perbedaan yang terlalu tinggi. Pada tabel berikut, dapat dilihat rasio gaji tertinggi dan terendah perseroan selama tahun 2020.

Remuneration for employees is given according to their competence and performance regardless of gender or ethnicity. The Company always maintains a gap in the salary ratio of all employees to avoid overly high differences. The following table shows the highest and lowest salary ratios in the company during 2020.

TABEL RASIO GAJI TERTINGGI DAN TERENDAH Table of Highest and Lowest Salary Ratio	
URAIAN Description	RASIO Ratio
Gaji Pegawai tertinggi dan terendah Highest and lowest employee salaries	Rasio Gaji Tertinggi/ Highest Salary Ratio : 19,05% Rasio Gaji Terendah/ Lowest Salary Ratio : 16,19% (Rasio = Gaji : Total Gaji)/ (Ratio = Salary: Total Salary)
Gaji Direksi tertinggi dan terendah Highest and lowest Board of Directors salaries	Rasio Gaji Tertinggi/ Highest Salary Ratio : 19,05% Rasio Gaji Terendah/ Lowest Salary Ratio : 16,19% (Rasio = Gaji : Total Gaji)/ (Ratio = Salary: Total Salary)
Gaji Komisaris tertinggi dan terendah Highest and lowest Commissioner salaries	Rasio Gaji Tertinggi/ Highest Salary Ratio : 18,18% Rasio Gaji Terendah/ Lowest Salary Ratio : 16,36% (Rasio = Gaji : Total Gaji)/ (Ratio = Salary: Total Salary)
Gaji Direksi tertinggi dan Pegawai Tertinggi The highest salary for the Board of Directors and employees	0,18% (Rasio = Total Gaji Tertinggi : Total Gaji) (Ratio = Highest Total Salary: Total Salary)

## Pembinaan dan Pengembangan Karyawan

Penguatan kompetensi SDM dilakukan melalui program pelatihan dan pendidikan yang bertujuan untuk mengembangkan kompetensi terkait hard skills maupun soft skills. Pelaksanaan dan penyusunan program pendidikan dan pelatihan disusun berdasarkan rencana

## Employee Training and Development

Strengthening HR competencies is carried out through training and education programs aimed at developing competencies related to hard skills and soft skills. The implementation and preparation of education and training programs are compiled based on the company's

strategis perusahaan, Training Need Analysis (TNA) dan kebutuhan perkembangan bisnis perusahaan. Selain program in-class/face to face learning, telah dilakukan juga program pembelajaran online dan blended learning melalui Knowledge Management yang terdiri dari Learning Management System (LMS) dan Knowledge Sharing (KS).

**Pembinaan Karyawan**

**a. Tujuan Pembinaan**

PT Pelabuhan Indonesia IV (Persero) merupakan salah satu sumber daya penting bagi kelangsungan kegiatan usaha. Salah satu upaya untuk meningkatkan kompetensi pegawai PT Pelabuhan Indonesia IV (Persero) adalah dengan menetapkan tatanan perilaku kepegawaian yang berbasis pada penegakkan disiplin pegawai, dengan tujuan untuk lebih meningkatkan aspek kompetensi pegawai Perseroan.

strategic plan, Training Need Analysis (TNA) and the company's business development needs. In addition to the in-class / face to face learning program, online learning and blended learning programs have also been carried out through Knowledge Management which consists of a Learning Management System (LMS) and Knowledge Sharing (KS).

**Employee Development**

**a. Coaching Purpose**

PT Pelabuhan Indonesia IV (Persero) is one of the important sources for the continuity of business activities. One of the efforts to improve the competence of employees of PT Pelabuhan Indonesia IV (Persero) is by establishing a structure of staffing behavior based on enforcing employee discipline, with the aim of further enhancing the competency aspects of the Company's employees.



**PELAKSANAAN SWAB PCR DALAM RANGKA PENCEGAHAN COVID-19**  
 Implementation of PCR Swabs in the Context of Covid-19 Prevention

- b. Sarana Pembinaan
- 1) Atasan langsung;
  - 2) Satuan Pegawai Internal (SPI);
  - 3) Tim Pemeriksa pelanggaran disiplin yang dibentuk oleh Direksi untuk Kantor Pusat atau oleh cabang untuk kantor cabang yang bertugas untuk melakukan pemeriksaan atas adanya dugaan pelanggaran disiplin pegawai.

Hal tersebut sebagaimana diatur dalam Keputusan Direksi PT Pelabuhan Indonesia IV (Persero) Nomor KD 18 tahun 2005 tentang Peraturan Disiplin pegawai sebagaimana telah diubah dengan Peraturan Direksi PT Pelabuhan Indonesia IV (Persero) Nomor PD 30 tahun 2011 tentang Perubahan Keputusan Direksi KD Nomor 18 tahun 2005 tentang Peraturan Disiplin Pegawai.

## Pengembangan Karyawan

1. Pendidikan dan Pelatihan
  - a. Tujuan :
    - Meningkatkan pengetahuan dan skill pegawai;
    - Pengimplementasian pelaksanaan/tata cara program kerja management SDM;
    - Memenuhi kebutuhan diklat masing – masing cabang dan unit kerja;
    - Meningkatkan produktifitas dan efektifitas dalam bekerja.
  - b. Sarana :
    - Dukungan system aplikasi (LMS, sharing knowledge dan zoom)
    - Modul pelatihan
    - Evaluasi setelah pelaksanaan pelatihan;
    - Fasilitator Internal maupun external;
    - Coaching
2. Promosi Jabatan
  - a. Tujuan
 

Perseroan memberikan kesempatan berkarir kepada seluruh karyawan dengan berbasis pada konsep Manajemen Talenta. Hal tersebut diatur dalam Peraturan Direksi Nomor PD 05 Tahun 2019 tentang Pola Karir Pegawai di Lingkungan PT Pelabuhan Indonesia IV (Persero). Dalam Peraturan Direksi tersebut diatur pola karir pegawai sebagai pedoman

- b. Means of Development
- 1) direct supervisor;
  - 2) Internal Supervision Unit (SPI);
  - 3) Disciplinary Violation Audit Team established by the Board of Directors for the Head Office or by the branch for the branch office which is tasked with conducting investigations for suspected employee disciplinary violations.

This is as regulated in the Decree of the Board of Directors of PT Pelabuhan Indonesia IV (Persero) Number KD 18 of 2005 concerning Employee Discipline Regulations as amended by the Regulation of the Directors of PT Pelabuhan Indonesia IV (Persero) Number PD 30 of 2011 concerning Amendment to Decree of the Directors of KD Number 18 of 2005 concerning Employee Discipline Regulations.

## Employee Development

1. Education and Training
  - a. Destination :
    - Increase employee knowledge and skills;
    - Implementing the implementation / procedures for HR management work programs;
    - Fulfill the training needs of each branch and work unit;
    - Increase productivity and effectiveness at work.
  - b. Means :
    - Application system support (LMS, knowledge sharing and zoom)
    - Training module
    - Evaluation after the implementation of the training;
    - Internal and external facilitators;
    - Coaching
2. Job Promotion
  - a. Destination
 

The Company provides career opportunities for all employees based on the concept of Talent Management. This is regulated in the Directors Regulation Number PD 05 of 2019 concerning Employee Career Patterns in the PT Pelabuhan Indonesia IV (Persero) Environment. The Board of Directors Regulation stipulates the employee career pattern as a guideline for

dalam rangka pembinaan karir pegawai, dengan maksud dan tujuan :

- 1) Pelaksanaan mutasi dapat dilaksanakan secara terencana, teratur, terarah dan terpadu;
- 2) Pegawai dapat memusatkan perhatian dan mengembangkan potensinya secara optimal agar dapat memberikan kontribusi yang optimal di dalam pencapaian tujuan Perseroan;
- 3) Keterlibatan pegawai dalam Career Planning;
- 4) Adanya kepastian aliran talenta yang tepat dalam Perseroan sesuai strategi Perseroan;
- 5) Dalam rangka mempersiapkan talenta perusahaan sekaligus menjadi talent pool di Kementerian BUMN.

b. Sarana

Dalam implementasi manajemen talenta, Perseroan membentuk pengelola manajemen talenta, yaitu :

- 1) Talent Committee, beranggotakan Direksi, bertugas untuk mengelola manajemen talenta pada level jabatan BOD-1;
- 2) Tim Evaluasi Jabatan, beranggotakan pejabat BOD-1, bertugas untuk mengevaluasi pengisian jabatan pada pengurus Anak Perusahaan;
- 3) Tim Pertimbangan Jabatan, beranggotakan pejabat BOD-1 perwakilan setiap Direktorat, bertugas untuk mengelola manajemen talenta pada level jabatan struktural (selain BOD-1);
- 4) Subdit of Organization Planning and HC Development, bertugas untuk mengelola manajemen talenta pada level pegawai non struktural.

c. Mekanisme penilaian

Dalam mengelola manajemen talenta, Perseroan menetapkan persyaratan promosi dan penyesuaian kelas jabatan dengan mengacu pada Peraturan Direksi Nomor PD 05 Tahun 2019 tentang Pola Karir Pegawai di Lingkungan PT Pelabuhan Indonesia

employee career development, with the aims and objectives:

- 1) Mutations can be carried out in a planned, orderly, directed and integrated manner;
- 2) Employees can focus their attention and develop their potential optimally in order to contribute optimally in achieving the Company's goals;
- 3) Employee involvement in Career Planning;
- 4) There is certainty about the right flow of talent in the Company in accordance with the Company's strategy;
- 5) In order to prepare corporate talents as well as become a talent pool in the Ministry of BUMN.

b. Means

In implementing talent management, the Company forms a talent management manager, namely:

- 1) Talent Committee, consisting of the Board of Directors, is tasked with managing talent management at the BOD-1 level;
- 2) The Job Evaluation Team, consisting of BOD-1 officials, is tasked with evaluating the filling of positions in the management of the Subsidiary;
- 3) The Position Advisory Team, consisting of BOD-1 officials representing each Directorate, is tasked with managing talent management at the structural level (other than BOD-1);
- 4) Sub Directorate of Organization Planning and HC Development, is tasked with managing talent management at the level of non-structural employees.

c. Assessment mechanism

In managing talent management, the Company establishes promotion requirements and class adjustments with reference to the Board of Directors Regulation Number PD 05 of 2019 concerning Employee Career Patterns in PT Pelabuhan Indonesia IV (Persero). The



IV (Persero). Bagian SDM dan pengelola manajemen talenta memberikan penilaian Key Strategic Position (KSP) yang terdiri dari 7 (tujuh) aspek, yaitu :

- 1) Posisi kuadran (talent mapping), dengan bobot nilai 25%;
- 2) Pelaksanaan diklat manajerial dan diklat mandatory, dengan bobot nilai 5%;
- 3) Pengalaman dan historical job, dengan bobot nilai 20%;
- 4) Hasil Asesmen, dengan bobot nilai 15%;
- 5) Hasil KPI, dengan bobot nilai 15%;
- 6) Aspirasi karir, dengan bobot nilai 15%;
- 7) Sociometric atau opini publik, dengan bobot nilai 5%.

## Kesetaraan Gender

Seluruh peraturan yang berlaku diterapkan secara konsisten dan setara kepada seluruh karyawan tanpa membedakan gender. Demikian pula dengan kesempatan kerja yang ditawarkan berlaku bagi seluruh karyawan.

Perseroan tidak melakukan diskriminasi gender dalam hal manajemen SDM. Hal ini berlaku dari proses rekrutmen dan pengembangan hingga berakhirnya masa jabatan seseorang. Meski demikian, jumlah karyawan laki-laki di Perseroan, jauh lebih besar dari jumlah karyawan perempuan dikarenakan wilayah kerja yang sebagian besar membutuhkan tenaga kerja laki-laki. Komposisi pegawai Perseroan berdasarkan gender pada Tahun 2020 menunjukkan 83,68% laki-laki dan 16,32% perempuan. Jumlah pegawai laki-laki yang jauh lebih besar dibandingkan dengan pegawai perempuan ini didorong oleh karakteristik dari sifat kegiatan Perusahaan yang lebih diminati oleh kaum laki-laki dibandingkan perempuan.

Selain itu, untuk menjaga tingkat turnover karyawan, Perseroan memberikan kesempatan yang sama kepada seluruh karyawan dalam mengembangkan karir serta paket remunerasi yang kompetitif dalam bentuk manfaat dan fasilitas yang diterima oleh karyawan. Pemberian imbal jasa maupun promosi karyawan yang berkompeten tanpa membedakan gender maupun SARA.

HR department and talent management department provide a Key Strategic Position (KSP) assessment which consists of 7 (seven) aspects, namely:

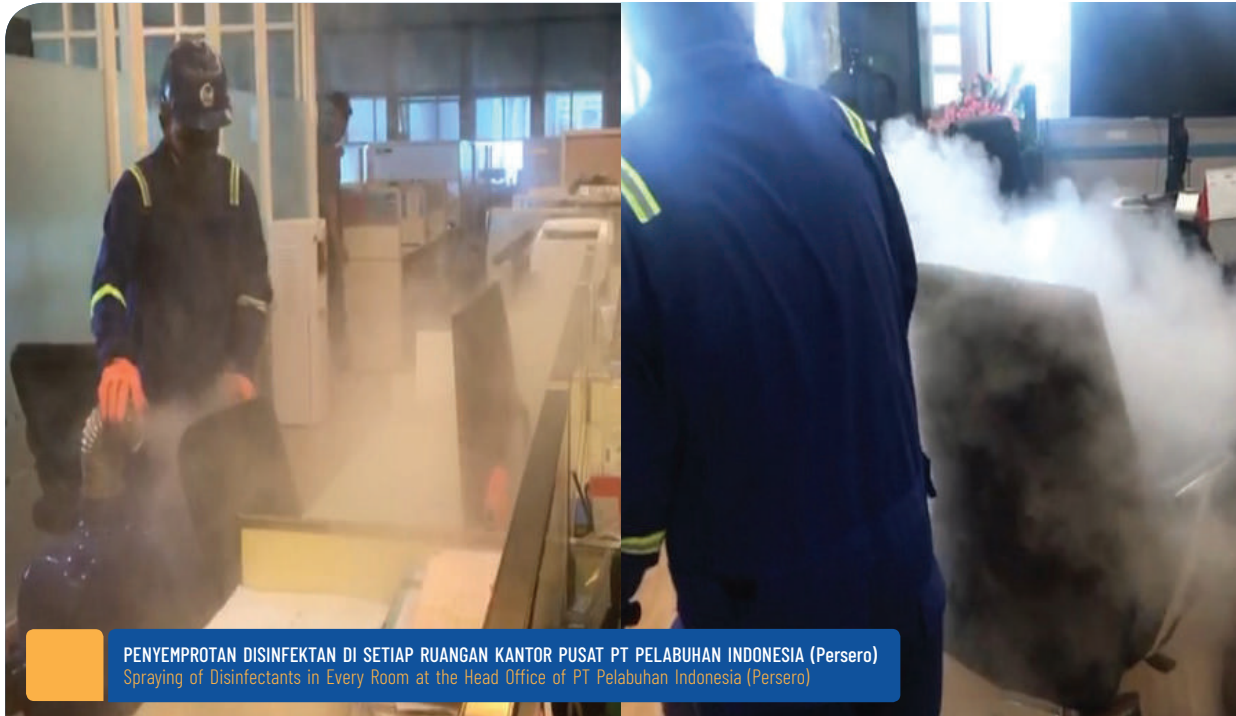
- 1) Position quadrant (talent mapping), with a weighted value of 25%;
- 2) Implementation of managerial and mandatory education and training, with a score of 5%;
- 3) Experience and historical jobs, with a weighting value of 20%;
- 4) Assessment Results, with a weighted value of 15%;
- 5) KPI results, with a weighted value of 15%;
- 6) Career aspirations, with a weighted value of 15%;
- 7) Sociometric or public opinion, with a value of 5%.

## Gender Equality

All applicable regulations are applied consistently and equally to all employees regardless of gender. Likewise, job opportunities apply to all employees.

The Company does not discriminate gender in terms of HR management. This principle applies from the recruitment and development process to the end of the term of office. However, the number of male employees in the Company is much greater than the number of female employees because most of the work areas require male workers. The composition of the Company's employees by gender in 2020 shows 83,68% male and 16,32% female. The number of male employees, which is much larger than that of female employees, is driven by the characteristics of the nature of the Company's activities which make it more desirable for men.

In addition, to maintain employee turnover rates, the Company provides equal opportunities to all employees in developing their careers as well as a competitive remuneration package in the form of benefits and facilities received by employees. Rewards and promotions for competent employees are made regardless of gender or ethnicity.



**PENYEMPROTAN DISINFECTAN DI SETIAP RUANGAN KANTOR PUSAT PT PELABUHAN INDONESIA (Persero)**  
 Spraying of Disinfectants in Every Room at the Head Office of PT Pelabuhan Indonesia (Persero)

## Istirahat dan cuti karyawan

Perseroan memahami bahwa kompensasi dan benefit yang diberikan Perseroan berimbas pada kondusivitas kinerja serta perputaran dari karyawan. Oleh karena itu perseroan memberikan paket remunerasi yang kompetitif bagi karyawannya yang terdiri penghasilan bulanan, insentif kinerja tahunan, berbagai tunjangan dan fasilitas antara lain pensiun dan kesehatan sesuai peraturan yang berlaku dan secara rutin dievaluasi agar pergerakan gaji karyawan sesuai dengan harga pasar.

## Sistem Manajemen Keselamatan dan kesehatan kerja (SMK3)

Komitmen perusahaan dalam memenuhi PKB berupa Sistem Manajemen Keselamatan dan kesehatan kerja (SMK3) antara lain :

1. Perseroan wajib untuk melaksanakan syarat-syarat keselamatan dan kesehatan kerja untuk kepentingan Perseroan maupun kepentingan karyawan sesuai dengan peraturan perundang-perundangan yang berlaku.
2. Perseroan menyelenggarakan pembinaan karyawan untuk keselamatan dan kesehatan kerja serta membentuk panitia pembina keselamatan dan kesehatan kerja (P2K3).

## Employee breaks and leave

The Company realizes the positive effects of compensation and benefits provided on conducive performance and employee turnover. Therefore, the company provides a competitive remuneration package for its employees consisting of monthly income, annual performance incentives, various benefits and other facilities, including pension and health care, in accordance with applicable regulations and regularly evaluated to ensure that employee salaries are in line with market prices.

## Occupational Health and Safety Management System (SMK3)

The company's commitment to fulfilling PKB is shown through the Occupational Health and Safety Management System (SMK3) which includes:

1. The Company is obliged to carry out occupational safety and health requirements for the benefit of the Company and its employees in accordance with the prevailing laws and regulations.
2. The Company organizes employee coaching for occupational safety and health and establishes an occupational safety and health supervisory committee (P2K3).

3. Karyawan wajib mengikuti, mentaati segala bentuk peraturan, ketentuan dan prosedur seperti tanda/ rambu atau tulisan yang berkaitan dengan norma keselamatan dan kesehatan kerja.
4. Karyawan wajib memakai dan memelihara alat-alat/ perlengkapan keselamatan kerja dengan baik dan teliti serta memelihara lingkungan kerja yang aman.
5. Karyawan wajib segera melaporkan kepada atasan atau petugas lainnya, bila terdapat sumber bahaya atau kejadian kecelakaan.
6. Karyawan wajib melaksanakan program keselamatan kerja dengan penuh rasa tanggung jawab.
7. Pemberian alat-alat keselamatan kerja diatur dalam peraturan pelaksanaan dengan keputusan direksi.

### Panitia Pembina Keselamatan Dan Kesehatan Kerja (P2K3)

Perseroan telah membentuk P2K3 (Panitia Pembina Keselamatan dan Kesehatan Kerja) sebagai wadah partisipasi karyawan dalam penerapan K3 di tempat kerja. Tugas pokok P2K3 sebagai suatu badan pembantu di tempat kerja ialah memberikan saran-saran dan pertimbangan, baik diminta maupun tidak, kepada pengusaha/pengurus tempat kerja yang bersangkutan mengenai masalah-masalah keselamatan dan kesehatan kerja. Pada penerapannya, anggota P2K3 mewakili seluruh (100%) pegawai tetap dalam menyampaikan usulan, masukan, maupun kritik terkait pelaksanaan K3. P2K3 telah dibentuk di kantor pusat dan kantor cabang.

### Sarana Keselamatan

Perseroan memastikan seluruh unit operasi memiliki sarana dan prasarana terkait aspek K3LH untuk meminimalisir risiko dan mencegah terjadinya insiden akibat kegagalan operasi Perseroan sesuai standar industri dan peraturan yang berlaku. Terkait keselamatan personil, Perseroan memastikan setiap pekerja memiliki dan menggunakan Alat Pelindung Diri (APD) yang sesuai dengan jenis pekerjaan yang dilakukan, antara lain: helm keselamatan, kacamata, sarung tangan, sepatu, body harness, dan APD lain untuk pekerjaan khusus.

3. Employees must follow and obey all forms of rules, regulations and procedures such as signs or writing related to occupational safety and health norms.
4. Employees are required to wear and maintain safety equipment properly and thoroughly and maintain a safe work environment.
5. Employees are required to immediately report sources of danger or accidents to their superiors or other officers.
6. Employees are required to carry out the work safety program with a full sense of responsibility.
7. The provision of work safety equipment is regulated in implementing regulations by a decision of the board of directors.

### Occupational Safety and Health Committee (P2K3)

The Company has formed P2K3 (Occupational Safety and Health Committee) as a forum for employee participation in the application of OHS in the workplace. The main task of P2K3 as an auxiliary body in the workplace is to provide suggestions and considerations, whether requested or not, to the employer / manager of the workplace concerned regarding occupational safety and health issues. In practice, P2K3 members represent all (100%) permanent employees in submitting suggestions, input, and criticism regarding the implementation of OHS. P2K3 has been established at the head office and branch offices.

### Safety Facilities

The Company ensures that all operating units have facilities and infrastructure related to K3LH aspects to minimize risks and prevent incidents due to failure of the Company's operations according to industry standards and applicable regulations. Regarding personnel safety, the Company ensures that every worker has and uses Personal Protective Equipment (PPE) in accordance with the type of work being performed, including: safety helmets, goggles, gloves, shoes, body harness, and other PPE for special work.

Berikut ini sarana keselamatan yang digunakan sebagai berikut :

1. Proteksi Kebakaran
  - Apar
  - Hydrant
  - Fire alarm sistem
  - Mobil pemadam kebakaran
2. Sarana P3K
  - Ruang P3K
  - Mobil ambulance
3. Sarana Komunikasi
  - Handy talky (HT)
  - Telepon extension
4. Sarana Keadaan Darurat Limbah B3
  - Eye wash standing
5. APD telah diberikan sesuai dengan kebutuhan dan dipantau pada area wajib APD
6. Terdapat zona area sebagai penanda area wajib APD Mandatory (Sepatu Safety & Helm Safety).
7. Seluruh pekerja diberikan APD sesuai dengan risiko di tempat kerja dan risiko pekerjaan.

## Prosedur Safety tanggap darurat

Tersedia Prosedur *Safety* tanggap darurat, tersedianya jalur dan rambu jalur evakuasi dan tempat evakuasi. Simulasi tanggap darurat mengenai penanggulangan kebakaran telah diterapkan setiap tahun baik di kantor pusat maupun kantor cabang.

The safety facilities used are:

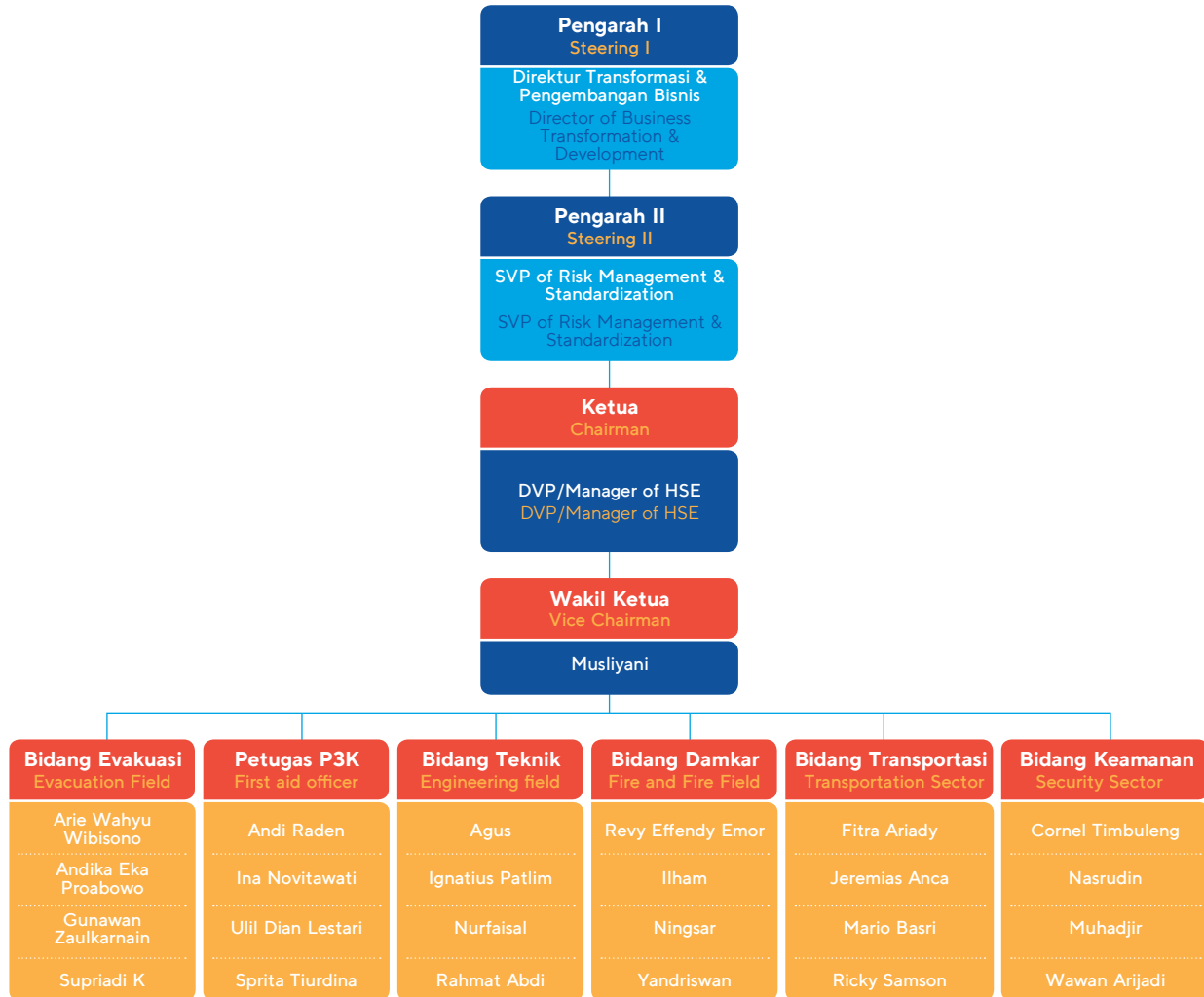
1. Fire Protection
  - Fire Extinguishers
  - Hydrant
  - Fire alarm system
  - Fire trucks
2. First aid kit
  - First aid room
  - Ambulance
3. Means of Communication
  - Handy talky (HT)
  - Extension telephone
4. Toxic and Hazardous Waste Emergency Facilities
  - Pedestal Eye Wash Stations
5. PPE has been provided according to need and is monitored in the area where PPE is required
6. Certain areas are marked as mandatory PPE areas (Safety Shoes & Safety Helmets).
7. All workers are provided with PPE according to the risks in the workplace and the risks of the job.

## Emergency response safety procedures

Availability of safety procedures for emergency response, availability of evacuation routes and signs and places for evacuation. Emergency response simulations regarding fire management have been implemented every year at both the head office and branch offices.

## Bagan Alur Tanggap Darurat

## Emergency Response Flow Chart



## Foto kegiatan K3

## Photos of OHS activities







### Biaya yang dikeluarkan

Perseroan secara berkesinambungan melakukan praktik ketenagakerjaan layak untuk terus menjaga karyawan sebagai aset utama. Dalam upaya untuk melaksanakan praktik ketenagakerjaan sepanjang tahun 2020, total biaya gaji dan tunjangan yang telah dikeluarkan Perseroan adalah Rp.564,756,276,624,- (Un Audited) dan biaya pengembangan kompetensi bagi pegawai sebesar Rp. 13.200.000.000.

### Mekanisme Pengaduan Masalah Ketenagakerjaan

Pengaduan atau penyampaian masalah atau keluhan dan penyelesaian perselisihan Internal Perseroan diatur didalam Perjanjian Kerja Bersama PT Pelindo IV (Persero) dengan mekanisme :

1. Dalam hal terjadi keluhan dari pegawai mengenai hubungan kerja, syarat-syarat kerja dan masalah ketenagakerjaan akan diselesaikan secara musyawarah dengan atasannya langsung dan apabila belum dapat diselesaikan akan diteruskan kepada pengurus DPC Serikat Pekerja dimana pegawai tersebut terdaftar;
2. Apabila hal tersebut belum juga dapat diselesaikan maka pegawai yang bersangkutan dapat menyampaikan permasalahannya kepada pengurus DPP Serikat Pekerja untuk selanjutnya dimusyawarahkan dengan pengusaha dalam lembaga kerjasama Bipartit;

### Cost Incurred

The Company continuously implements proper labor practices to look after employees who are its main assets. In employment practices throughout 2020, the total cost of salaries and allowances that have been incurred by the Company Rp.564,756,276,624,- (Un Audited) and competency development costs for employees is Rp. 13.200.000.000

### Manpower Issues Complaints Mechanism

Complaints or submission of problems or complaints and settlement of internal disputes of the Company are regulated in the PT Pelindo IV (Persero) Collective Labor Agreement with the following mechanisms:

1. In the event of a complaint from an employee regarding a work relationship, work conditions and employment issues will be resolved by deliberation with his direct supervisor and if it cannot be resolved, it will be forwarded to the DPC management of the Workers Union where the employee is registered;
2. If the matter has not been resolved, the employee concerned can convey the problem to the DPP management of the Workers Union for further discussion with the employer in the Bipartite cooperation institution;

3. Apabila permasalahan tersebut belum dapat diselesaikan secara intern (Bipartit) maka upaya penyelesaiannya disalurkan melalui prosedur peraturan perundang-undangan yang berlaku.

Penyelesaian Perselisihan :

1. Penyampaian keluhan dapat dilakukan dengan menyampaikan melalui kotak saran yang disediakan Perusahaan dan atau langsung kepada atasan yang bersangkutan dan selanjutnya saran/masukan diteruskan bidang umum kepada atasannya;
2. Setiap keluhan dan pengaduan diselesaikan dan dibicarakan oleh atasan langsung dalam kurun waktu 1 (satu) minggu;
3. Apabila hasilnya belum memuaskan, keluhan dan pengaduan dapat diteruskan kepada atasan yang lebih tinggi dengan sepengetahuan atasan langsung dalam waktu 1 (satu) minggu;
4. Apabila prosedur tersebut tidak memuaskan, dapat meneruskan keluhan dan pengaduan melalui Serikat Pekerja dan akan diselesaikan antara serikat pekerja dengan Pengusaha melalui lembaga kerjasama Bipartit dan atau tripartit dalam kurun waktu 2 (dua) minggu);
5. Apabila tidak tercapai kesepakatan antara Pengusaha dan Serikat Pekerja, penyelesaiannya ditentukan melalui prosedur penyelesaian sesuai peraturan perundang-undangan yang berlaku.

## Dampak Ketenagakerjaan

Perseroan mengambil keputusan terkait ketenagakerjaan antara lain :

1. Melakukan optimalisasi tenaga kerja khususnya pada outsourcing dengan pertimbangan memfokuskan unit usaha pada setiap pelaksanaan kegiatannya memberikan dampak pada penghematan biaya tenaga kerja dan peningkatan produktivitas Perseroan
2. Melakukan Cost Efficiency terhadap fasilitas yang diterima oleh karyawan yang berdampak pada penguatan kondisi keuangan Perseroan dalam menghadapi persaingan bisnis yang semakin terbuka.

3. If the problem has not been resolved internally (Bipartite), efforts to resolve it are channeled through the procedures of the prevailing laws and regulations.

Dispute resolution :

1. Submitting complaints can be done by submitting through the suggestion box provided by the Company and / or directly to the supervisor concerned and then forwarding the suggestions / input to the general field to the superior;
2. Every complaint and complaint is resolved and discussed by the direct supervisor within 1 (one) week;
3. If the results are not satisfactory, complaints and complaints can be forwarded to a higher level superior with the knowledge of the direct superior within 1 (one) week;
4. If the procedure is not satisfactory, complaints and grievances can be forwarded through the Workers' Union and it will be resolved between the union and the employer through a bipartite and / or tripartite cooperation institution within 2 (two) weeks);
5. If no agreement is reached between the employer and the labor union, the settlement will be determined by means of a settlement procedure in accordance with the prevailing laws and regulations.

## Employment Impact

The Company's decisions regarding employment include, among others:

1. Performing workforce optimization, especially in outsourcing, based on the consideration that focusing on business units in every activity implementation will have an impact on saving labor costs and increasing the Company's productivity.
2. Conducting Cost Efficiency on employee facilities to strengthen the Company's financial condition in facing increasingly open business competition.

Perseroan menghadapi isu-isu penting bidang ketenagakerjaan adalah

1. Perseroan bekerja sama FHCI BUMN (Forum Human Capital Indonesia BUMN) melakukan perekrutan untuk penyandang disabilitas yang ditempatkan pada unit kerja supporting bersifat kegiatan administrasi dan analisis
2. Perseroan bekerjasama Kementerian Perindustrian dalam hal peningkatan kompetensi, pemberdayaan masyarakat di ring 1 (satu) Perseroan.

Perseroan menghadapi resiko ketenagakerjaan maupun stakeholder sebagai berikut :

1. Tingkat produktivitas karyawan menurun
2. Kesenjangan kompetensi karyawan
3. Kompetensi karyawan baru
4. Bentuk struktur organisasi yang tidak sesuai dengan kebutuhan
5. Sistem HR yang belum terintegrasi

## Turnover Karyawan

Tingkat Perpindahan (Turnover) Karyawan di tahun 2020 sebagai berikut :

Important issues in the field of manpower faced by the Company are

1. The company collaborates with FHCI BUMN (Forum Human Capital Indonesia BUMN) to recruit persons with disabilities to be placed in supporting work units for administrative and analytical activities
2. The Company collaborates with the Ministry of Industry to improve competence and empower people in ring 1 (one) of the Company.

Employment and stakeholder risks faced by the Company are:

1. The level of employee productivity decreases
2. Employee competency gaps
3. New employee competencies
4. The organizational structure does not match the needs
5. The HR system is not yet integrated

## Employee Turnover

Employee Turnover Rates in 2020 are:

NO	KETERANGAN	31 DES 2020	31 DES 2019	DESCRIPTION
1	Jumlah Awal Karyawan	1.610	1.591	Initial Number of Employees
2	Penerimaan	3	46	Reception
3	Pemberhentian			Termination
	• Mengundurkan diri	4	4	Resign
	• Pensiun	18	19	Pension
	• Meninggal Dunia	10	3	Die
	• Cuti Luar Tanggungan	0	1	Outside Dependent Leave
	• Diberhentikan	6	0	Be dismissed
	Sub Total	38	27	Sub-Total
4	Jumlah Akhir Karyawan	1.575	1.610	Final Number of Employees



### K3 Kontraktor

Perseroan juga terus memelihara pemahaman yang baik mengenai standar kesehatan dan keselamatan kerja melalui berbagai keterlibatan di tingkat manajemen puncak Kontraktor dan mitra bisnis dengan tujuan untuk mendapatkan komitmen, meningkatkan kesadaran dan diskusi terbuka untuk peningkatan keselamatan berkelanjutan. Perseroan menyampaikan kepada pihak ketiga bahwa manfaat dari kepatuhan dengan standar dan persyaratan yang diberikan, akan memberikan manfaat bagi kelangsungan bisnis semua pihak.

Perseroan menyadari bahwa masih dibutuhkan peningkatan keamanan pada pihak ketiga serta mitra bisnis pada tahun 2020, Perseroan menerima laporan dari pihak ketiga dan mitra bisnis, bahwa tidak ada kecelakaan kecelakaan kerja mitra bisnis selama bekerja sama dengan Perseroan.

Perusahaan telah memenuhi isi UU No. 13 tentang Ketenagakerjaan termasuk aturan untuk kontraktor.

### OHS Contractor

The Company continues to improve understanding of occupational health and safety standards through various engagements at the top management level of Contractors and business partners to gain commitment, raise awareness and open discussions for continuous improvement of safety. The Company makes third parties aware that the benefits of compliance with the standards and requirements provided will be beneficial for the business continuity of all parties.

The Company realizes that increasing safety standards for third parties and business partners in 2020 is still needed. The Company received reports from third parties and business partners that there were no work accidents while working with the Company.

The company has complied with the contents of Law no. 13 on Labor including rules for contractors.

Syarat K3 Kontraktor :

1. Memiliki Sertifikat SMK3 / ISO 45001
2. Contractor Safety Management Sistem

Contractor OHS Requirements:

1. Have an SMK3 / ISO 45001 certificate
2. Contractor Safety Management Sistem

## Tingkat Kecelakaan Kerja

Kinerja aspek K3 diukur melalui pencapaian parameter kekerapan kecelakaan kerja dan indeks keparahan, serta jumlah hilangnya jam/hari kerja akibat insiden kecelakaan kerja.

Statistik kecelakaan kerja selama 3 (tiga) tahun dapat dilihat pada tabel berikut:

### Statistik Kecelakaan Kerja

URAIAN	TAHUN/ YEAR		KETERANGAN INFORMATION	DESCRIPTION
	2020	2019		
Jumlah Tenaga Kerja	364 orang	364 orang	258 Organik	Total manpower
Jumlah Kecelakaan Kerja	Nihil	Nihil	106 Outsourcing	Number of Work Accidents
• Cidera Ringan	Nihil	Nihil		Minor Injury
• Cidera Berat	Nihil	Nihil		Serious Injury
• Meninggal Dunia	0 Hari	0 Hari		Die
Jumlah Hari Kerja Hilang	0	0		Number of Working Days Lost
Biaya Kecelakaan Rp000	0	0		Accident Fee Rp. 000

Pada tahun 2020, angka peristiwa kecelakaan tidak ada meningkat/menurun dibandingkan tahun 2019 dikarenakan telah menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja.

## Sertifikasi

Perseroan melengkapi operasionalnya dengan berbagai sertifikat berstandar internasional di bidang kesehatan dan keselamatan kerja.

## Work Accident Rate

The performance of the OHS aspect is measured by achieving the parameters of the frequency of work accidents and the severity index, as well as the number of hours / days lost due to work accidents.

Work accident statistics for 3 (three) years can be seen in the following table:

### Work Accident Statistics

In 2020, the number of accidents was zero, the same as in 2019. This condition was made possible thanks to the implementation of OHS in the workplace.

## Certification

The Company complements its operations with various certificates of international standard in the field of occupational health and safety.

NO	SERTIFIKASI Certification	DITERIMA PADA Received on	DITERBITKAN OLEH Published by	PERIODE EFEKTIF Effective period
1	Sertifikat SMK3 SMK3 Certificate	Tahun 2020 2020	Kementerian Ketenagakerjaan & Transmigrasi RI Ministry of Manpower & Transmigration of the Republic of Indonesia	Tahun 2020-2023 2020-2023



## Penghargaan K3

## OHS Awards

NO	TAHUN Year	KETERANGAN Description	DOKUMENTASI Documentation
1	2020	Kecelakaan Nihil Zero Accident	
2	2020	Kinerja K3 Kategori Baik Good Category OHS Performance	
3	2020	Kinerja P2K3 P2K3 performance	

## Pendidikan dan Pelatihan

Pelatihan terkait K3LH di Perseroan terbagi atas mandatory Program (wajib) dan Recommended Industrial Program (tidak wajib, tetapi direkomendasikan). Perseroan melakukan pelatihan dan pengembangan karyawan yang dilakukan secara berjenjang sejak masa On the Job Training (OJT), level Operator, level Supervisor, level Senior Supervisor/Analyst dan level managerial.

## Education and Training

K3LH-related training at the Company is categorized into Mandatory Programs and Recommended Industrial Programs. The Company conducts training and employee development which is carried out in stages since the On the Job Training (OJT) period, Operator level, Supervisor level, Senior Supervisor / Analyst level to managerial level.

NO	JENIS PELATIHAN Type of Training	TANGGAL Date	PENYELENGGARA Organizers	PESERTA Participants
1	Seminar K3 Nasional "Optimalisasi Peran Masyarakat Berbudaya K3"	06 Februari 2020	Disnaker Trans	1. Dra. Sumiati Tappa 2. Musriyani 3. Revy Effendy
2	Seminar Bulan K3 Umum 2020	06 Februari 2020	Disnaker Trans	Moudy Pitoy
3	Webinar Kesehatan "Memelihara Hati sebagai Daya Tahan Tubuh di Masa Pandemic"	08 Agustus 2020	In-Health Asuransi	1. Inda Fajarwati 2. Romauli Simorangkir 3. Jusmi
4	Seminar Kesehatan "Penyakit Ginjal Kronik di Masa New Normal	08 Agustus 2020	In- Health Asuransi	1. Wendy 2. Makmur Andi Lerang 3. Risky Rukmana Sutrisno

## TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP PENGEMBANGAN SOSIAL DAN KEMASYARAKATAN

Corporate Social Responsibility for Social and Community Development



Perseroan memberikan timbal balik dengan manfaat yang saling menguntungkan untuk pemberdayaan masyarakat melalui Program Kemitraan & Bina Lingkungan (PKBL).

The Company provides reciprocity with mutually beneficial benefits for community empowerment through the Partnership & Community Development Program (PKBL).



## Kebijakan

Landasan hukum pelaksanaan Program Tanggung Jawab Sosial dan Masyarakat yang dijalankan Perseroan meliputi

- Undang-Undang Nomor 40 tahun 2007 tentang Perseroan Terbatas yang ditunjang oleh Peraturan Pemerintah No. 47 Tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan.
- Peraturan Menteri BUMN nomor Per-09/MBU/07/2015 tentang Program Kemitraan dan Program Bina lingkungan Badan Usaha Milik Negara.
- Peraturan Menteri BUMN No. PER-03/MBU/12/2016 tanggal 16 Desember 2016 tentang Program Kemitraan dan Program Bina Lingkungan disebutkan bahwa sumber dana program Kemitraan dan Program BL bersumber dari penyisihan laba bersih BUMN dan/atau anggaran yang diperhitungkan sebagai biaya pada BUMN
- Peraturan Menteri BUMN Nomor PER-02/MBU/07/2017 tentang Perubahan kedua atas Peraturan Menteri BUMN nomor Per-09/MBU/07/2015 tentang Program Kemitraan dan Program Bina lingkungan Badan Usaha Milik Negara.
- Peraturan Menteri Badan Usaha Milik Negara Nomor PER-02/MBU/04/2020 tanggal 02 April 2020 tentang Perubahan ketiga atas Peraturan Menteri Badan Usaha Milik Negara Nomor PER-09/MBU/07/2015 tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara.

## Kebijakan Umum Tanggung Jawab Sosial dan Masyarakat

Masyarakat umum dan masyarakat sekitar wilayah operasional Perseroan adalah mitra utama Perseroan, karena mereka adalah salah satu faktor penentu keberhasilan dan kesinambungan usaha perusahaan. Perseroan memberikan timbal balik dengan manfaat yang saling menguntungkan untuk pemberdayaan masyarakat melalui Program Kemitraan & Bina Lingkungan (PKBL).

Para calon mitra binaan program PKBL Perseroan diutamakan adalah Usaha Kecil Menengah atau mereka yang telah menghasilkan produk unggulan di

## Policy

The legal basis for the implementation of the Social and Community Responsibility Program that is run by the Company includes:

- Law Number 40 of 2007 concerning Limited Liability Companies which is supported by Government Regulation no. 47 of 2012 concerning Social and Environmental Responsibility.
- Regulation of the Minister for State-Owned Enterprises No. Per-09 / MBU / 07/2015 concerning the Partnership Program and Community Development Program for State-Owned Enterprises.
- Regulation of the Minister for State-Owned Enterprises No. PER-03 / MBU / 12/2016 dated December 16, 2016 concerning the Partnership Program and Community Development Program which states that the source of funds for the Partnership Program and Community Development Program comes from the net profit allowance for SOEs and / or the budget that is calculated as a cost to SOEs
- Regulation of the Minister for State-Owned Enterprises No. PER-02 / MBU / 07/2017 concerning the second amendment to the Regulation of the Minister for State-Owned Enterprises No. Per-09 / MBU / 07/2015 concerning the Partnership Program and Community Development Program for State-Owned Enterprises.
- Regulation of the Minister for State-Owned Enterprises No. PER-02 / MBU / 04/2020 dated April 2, 2020 concerning the third amendment to the Regulation of the Minister for State-Owned Enterprises No. PER-09 / MBU / 07/2015 concerning the Partnership Program and Community Development Program for State-Owned Enterprises.

## General Policy on Social and Community Responsibility

The general public and communities around the operational areas of the Company are the main partners of the Company because they are one of the factors that determine the success and sustainability of the company's business. The Company contributes by running mutually beneficial programs, namely community empowerment through the Partnership & Community Development Program (PKBL).

The Company prioritizes Small and Medium Enterprises, producers of superior products in their regions, or those with specific regional characteristics as potential partners





daerahnya, dan atau memiliki ciri khas daerah tertentu sehingga akan terbentuk cluster produk unggulan yang dapat berkontribusi pada daerah sekitar kawasan Perseroan agar nantinya dapat berkembang menjadi wirausaha berintegritas, tangguh, profesional dan mandiri. Pelaksanaan PKBL di Perseroan mengacu pada Peraturan Menteri Negara BUMN No. PER-09/MBU/07/2015 berikut perubahannya tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara dengan Usaha Kecil.

Tanggung jawab sosial Perseroan terhadap pengembangan sosial dan masyarakatan dilaksanakan melalui Program Kemitraan Menteri BUMN Nomor PER-02/MBU/07/2017 tentang Perubahan kedua atas Peraturan Menteri BUMN nomor PER-09/MBU/07/2015 tentang Program Kemitraan dan Program Bina Lingkungan BUMN. Program Kemitraan bersumber dari penyisihan laba yang teralokasi sampai dengan tahun 2017, sedangkan dana Program Bina Lingkungan dicatat sebagai biaya operasional Perseroan.

Alokasi dana Program Kemitraan dan Bina Lingkungan tahun 2020, berdasarkan Peraturan Menteri BUMN No. PER-09/MBU/07/2015 tanggal 3 Juli 2015 dan

for the PKBL program. It is hoped that this program will form a cluster of superior products that can contribute to the areas surrounding the Company's operations so that they develop into entrepreneurs who have integrity and are professional and independent. The implementation of PKBL in the Company refers to the Regulation of the State Minister for State-Owned Enterprises No. PER-09 / MBU / 07/2015 along with its amendments concerning the Partnership Program and Community Development Program for State-Owned Enterprises with Small Businesses.

The Company's social responsibility for social and community development is carried out through the Partnership Program of the Minister for State-Owned Enterprises Number PER-02 / MBU / 07/2017 concerning the second amendment to the Regulation of the Minister of BUMN number PER-09 / MBU / 07/2015 concerning Partnership Programs and Programs BUMN Environment Development. The Partnership Program is sourced from the allowance for profit allocated up to 2017, while the Community Development Program funds are recorded as the Company's operational costs. Funds for the Partnership and Community Development Program in 2020 were allocated according to the Regulation of the Minister for State-Owned Enterprises

Peraturan Menteri BUMN No. PER-03/ MBU/12/2016 tanggal 16 Desember 2016 tentang Program Kemitraan dan Program Bina Lingkungan disebutkan bahwa sumber dana program Kemitraan dan Program BL bersumber dari penyisihan laba bersih BUMN dan/atau anggaran yang diperhitungkan sebagai biaya pada BUMN. Alokasi untuk Program Bina lingkungan sebesar 4 % atau Rp. 6.250.000.000,-

Program Kemitraan Perseroan memberikan pinjaman pada sektor usaha menengah kecil dan mikro (UMKM) dan sebagian dana hibah untuk membina para mitra binaan. Program Bina Lingkungan Perseroan berupa bantuan yang ditujukan kepada masyarakat di sekitar wilayah operasi Perseroan.

Kebijakan yang akan dilakukan yaitu :

- Menyalurkan dana Program Kemitraan kepada usaha kecil dan mikro serta meningkatkan kapasitas mitra agar tumbuh dan mandiri.
- Menyalurkan dana Program Bina Lingkungan tepat sasaran baik secara aktif maupun reaktif.

## Target

Sasaran Program kemitraan dan Bina Lingkungan sebagai berikut :

- Tingkat efektivitas penyaluran dana Kemitraan sebesar 100 %
- Tingkat kolektibilitas piutang mitra sebesar 55,60 %.
- Tingkat efektivitas penyaluran dana bantuan bina lingkungan sebesar 100 %

## Strategi

1. Mengevaluasi program – program TJSL yang telah dilaksanakan selama ini;
2. Memetakan kebutuhan masyarakat yang ditinjau dari berbagai aspek, antara lain : ekonomi, social budaya, pendidikan, kesehatan, infrastruktur dan lingkungan,
3. Penerapan target penyaluran, agar program yang dilaksanakan dapat sesuai dengan kebutuhan dan tujuan pelaksanaan;
4. Penetapan mekanisme penyaluran yang tepat sasaran, melalui kerjasama dengan sinergi BUMN, pihak lain atau pengelolaan sendiri (mandiri);
5. Dst

No. PER-09 / MBU / 07/2015 dated July 3, 2015 and Regulation of the Minister for State-Owned Enterprises No. PER-03 / MBU / 12/2016 dated December 16, 2016 concerning the Partnership Program and Community Development Program which states that the source of funds for the Partnership Program and Community Development Program comes from the net profit allowance for SOEs and / or the budget that is calculated as a cost to SOEs. The allocation for the Community Development Program is 4% or Rp. 6,250,000,000, - The Company's Partnership Program takes the form of loans for small and medium sized enterprises (MSMEs) and grants for fostering partners, while the Company's Community Development Program takes the form of assistance to communities around the Company's operational areas.

The policies carried out are:

- Distributing Partnership Program funds to small and micro enterprises and increasing the capacity of partners to grow and be independent.
- Disbursing Community Development Program funds on target, both actively and reactively.

## Target

The targets of the Partnership and Community Development Program were as follows:

- The level of effectiveness of the distribution of Partnership funds reached 100%
- The partner's receivables collectability rate reached 55.60%.
- The effectiveness level of distribution of community development assistance funds reached 100%

## Strategy

1. Evaluating the TJSL programs that have been implemented so far;
2. Mapping community needs based on various perspectives, including: economy, socio-culture, education, health, infrastructure and the environment,
3. Determining distribution targets so that the program is in accordance with the needs and objectives of implementation;
4. Determine the distribution mechanism that is right on target through cooperation with the synergy of SOEs, other parties or self-management (independently);
5. Etc.



## Realisasi kegiatan

Pada tahun 2020 terdapat beberapa program CSR yang bertujuan untuk pengembangan sosial dan kemasyarakatan antara lain :

1. Bantuan pelestarian terumbu karang di Pulau Bangka, Sulawesi Utara;
2. Bantuan banjir di kepulauan Sangihe, Banjir di Masamba, Bantuan di Tondano;
3. Pemberian sembako gratis di wilayah kerja Perseroan.

## Anggaran

Adapun anggaran pelaksanaan program CSR Perseroan untuk tahun 2019 sebagaimana ditetapkan adalah

## Realization of activities

In 2020, there were several CSR programs aimed at social and community development, including:

1. Assistance for coral reef conservation in Bangka Island, North Sulawesi;
2. Relief for flood victims in the Sangihe Islands, Floods in Masamba, Assistance in Tondano;
3. Providing free basic necessities in the Company's working area.

## Budget

The Company's CSR program budget for 2019 as stipulated is

URAIAN DESCRIPTION	2019 (RP JUTA) 2019 (In millions of rupiahs)	2020 (RP JUTA) 2020 (In millions of rupiahs)
Tanggung Jawab Sosial & Lingkungan Social & Environmental Responsibility	19,537	11,960
Program Kemitraan Partnership Program	12.240	5.710.
Program Bina Lingkungan Community Development Program	7.297	6.250



**PENYERAHAN BANTUAN BINA LINGKUNGAN SEKTOR SARANA DAN PRASARANA MASYARAKAT PESISIR KELURAHAN BULOA, MAKASSAR**  
 Delivery of Community Development Assistance for the Facilities and Infrastructure Sector for the Coastal Community, Buloa Village, Makassar

## Kegiatan

### Pemberdayaan Masyarakat Sekitar Perseroan

Pada tahun 2020 pelaksanaan Program Kemitraan dan Program Bina Lingkungan didasarkan pada Peraturan Menteri BUMN Nomor: PER-09/MBU/07/2015 tentang Program Kemitraan dan Bina Lingkungan Badan Usaha Milik Negara dan diperbarui dengan Salinan Peraturan Menteri BUMN Nomor: PER-02/MBU/07/2017 tentang perubahan kedua atas Peraturan Menteri BUMN Nomor: PER-09/MBU/07/2015 tentang Program Kemitraan dan Program Bina Lingkungan BUMN dengan kriteria sebagai berikut:

1. Memiliki kekayaan bersih paling banyak Rp500.000.000 (Lima Ratus Juta Rupiah) tidak termasuk tanah dan bangunan tempat usaha atau memiliki hasil penjualan tahunan paling banyak Rp2.500.000.000 (dua miliar lima ratus juta Rupiah);
2. Milik Warga Negara Indonesia;
3. Berdiri sendiri, bukan merupakan anak perusahaan atau cabang perusahaan yang dimiliki, dikuasai atau berafiliasi baik langsung maupun tidak langsung dengan usaha menengah atau usaha besar;
4. Berbentuk usaha Perseorangan, Badan Usaha yang tidak berbadan hukum atau badan usaha yang berbadan hukum termasuk usaha mikro dan koperasi;
5. Mempunyai potensi dan prospek usaha untuk dikembangkan.
6. Telah melakukan kegiatan usaha minimal 6 (enam) bulan; dan
7. Belum memenuhi persyaratan perbankan atau Lembaga keuangan Non Bank.

### Program Kemitraan

Pelaksanaan Program Kemitraan tahun 2020 sebesar Rp. 5,65 miliar yang diserap oleh 3 (tiga) mitra binaan yang tersebar di seluruh wilayah Perseroan. Bidang usaha yang dijalankan mitra binaan dari sektor Jasa dan Perdagangan. Selain penyaluran pinjaman, telah melakukan monitoring kepada mitra binaan serta melakukan penagihan terhadap kewajiban mitra binaan, guna digulirkan kembali kepada masyarakat yang masih

## Activities

### Community Development in Operational Area

The implementation of the Partnership Program and Community Development Program in 2020 was based on the Regulation of the Minister for State-Owned Enterprises No. PER-09 / MBU / 07/2015 concerning the Partnership and Community Development Program for State-Owned Enterprises and updated with a Copy of the Regulation of the Minister for State-Owned Enterprises No. PER-02 / MBU / 07/2017 concerning the second amendment to the Regulation of the Minister for State-Owned Enterprises No. PER-09 / MBU / 07/2015 concerning the Partnership Program and the SOE Community Development Program with the following criteria:

1. Have a net worth of not more than Rp. 500,000,000 (Five Hundred Million Rupiah), excluding land and buildings for business premises or have annual sales proceeds of not more than Rp. 2,500,000,000 (two billion and five hundred million Rupiah);
2. Owned by Indonesian citizens;
3. Stand alone, not a subsidiary or branch of a company that is owned, controlled or affiliated, either directly or indirectly, with a medium or large business;
4. In the form of individual businesses, business entities that are not legal entities, or business entities that are legal entities, including micro-enterprises and cooperatives;
5. Has the potential and business prospects to be developed.
6. Has been conducting business activities for at least 6 (six) months; and
7. Has not met the requirements of banking or non-bank financial institutions.

### Partnership Program

For the 2020 Partnership Program, a fund of Rp. 5.65 billion was utilized by 3 (three) fostered partners scattered throughout the Company's areas. The three fostered partners' business fields are Services and Trade. After the loan disbursement stage, monitoring and loan collection were carried out to the fostered partners in order to redistribute the funds to other community members who still need them. To support this partnership



**BANTUAN BINA LINGKUNGAN SEKTOR SARANA IBADAH TAKMIR MASJID MARDLIYYAH UGM DI YOGYAKARTA**  
 Assistance for Community Development in the Sector of Worship Facilities at the Mardliyyah Ugm Mosque in Yogyakarta

membutuhkan. Untuk mendukung penyaluran program kemitraan di atas, juga memberi dukungan melalui penyelenggaraan pelatihan dengan berbagai modul kegiatan antara lain: pembukuan, kewirausahaan dan motivasi, guna membantu memajukan para mitra.

program, training was also held with various activity modules, including: bookkeeping, entrepreneurship, and motivation to help partners.

Kinerja Kemitraan selama dua tahun terakhir dapat dilihat dari efektivitas penyaluran dana dan tingkat kolektibilitas pengembalian dana kemitraan sebagai berikut:

The performance of the Partnership Program over the past two years can be seen from the effectiveness of fund distribution and the collectability of the partnership funds as follows:

NO	KINERJA Performance	31 DESEMBER 2020 (%) December 31, 2020 (%)	31 DESEMBER 2019 (%) December 31, 2019 (%)
1	Efektivitas/ <i>Effectiveness</i>	98,94 %	87,83 %
2	Kolektibilitas/ <i>Collectability</i>	37,83 %	42,63 %

Jumlah mitra binaan per 31 Desember 2020 dan 31 Desember 2019 sebagai berikut:

The number of fostered partners as of 31 December 2020 and 31 December 2019 are as follows:

NO	KANTOR PUSAT/ CABANG Head Office / Branch Office	WILAYAH BINAAN (KOTA/ KABUPATEN) Fostered Area (City / Regency)	31 DESEMBER 2020 December 31, 2020	31 DESEMBER 2019 December 31, 2019
1	Kantor Pusat dan Kantor Cabang Head Offices and Branch Offices	Seluruh Wilayah Kerja Perseroan The entire operational area of the company	2.738	2.735

Tabel Akumulasi Penyaluran Pinjaman Program Kemitraan Tahun 2020 (dalam Rupiah)

Table of Accumulated Distribution of Partnership Program Loan in 2020 (in Rupiah)

NO	KETERANGAN Description	REALISASI 2020 (RP JUTA) 2020 Realization (In millions of rupiahs)
1	Akumulasi Penyaluran Pinjaman Kemitraan <i>Accumulated Distribution of Partnership Loans</i>	
	Sektor Perdagangan <i>Trade Sector</i>	-
	Sektor Jasa <i>Service Sector</i>	3.500
	Sektor Perkebunan <i>Plantation Sector</i>	-
	Sektor Industri <i>Industrial Sector</i>	-
2	Akumulasi Dana Pembinaan Kemitraan <i>Accumulated Funds For Partnership Fostering</i>	2.150

### Program Bina Lingkungan

Program Bina Lingkungan Perseroan yang disalurkan pada tahun 2020 sebesar Rp. 6,25 miliar yang diberikan berupa :

- Bencana Alam**  
Kegiatan ini berupa cadangan bantuan untuk tanggap darurat dan bantuan pasca kejadian bencana.
- Pendidikan dan Pelatihan**  
Kegiatan untuk pendidikan dan pelatihan berupa santunan pendidikan untuk siswa/siswi SD, SMP, SMA, dan Perguruan Tinggi yang kurang mampu dan berprestasi, dukungan kegiatan seminar/workshop kemahasiswaan, penelitian dan pengembangan kompetensi guru/dosen, Partisipasi kegiatan peringatan hari besar nasional dan keagamaan.
- Peningkatan Kesehatan**  
Kegiatan untuk peningkatan kesehatan antara lain penyelenggaraan kesehatan masyarakat seperti puskesmas dan posyandu Plus, bantuan kegiatan -kegiatan lainnya.
- Sarana & Prasarana Umum**  
Kegiatan ini berupa perbaikan & penambahan fasilitas umum, Bantuan sarana air bersih, cermin convex mirror, life jacket, dst

### Community Development Program

The Company's Community Development Program distributed in 2020 amounting to Rp. 6.25 billion given in the form of:

- Natural Disaster Relief**  
This activity was in the form of backup assistance for emergency response situations and post-disaster assistance.
- Education and Training**  
Education and training activities were carried out in the form of education funds for underprivileged and outstanding elementary, junior high school and university students, support for student seminars / workshops, research and competency development of teachers / lecturers, and participation in commemoration of national and religious holidays.
- Healthcare improvement**  
Healthcare improvement was carried out through, among others, assistance for public health facility activities such as Puskesmas and Posyandu Plus as well as other activities.
- Public Facilities & Infrastructure**  
Activities carried out were repairs & donations of public facilities, distribution of clean water facilities, convex mirrors, life jackets, and others.



- |  |   |
|--|---|
| <p>5. Sarana Ibadah<br/>Kegiatan ini berupa pembangunan dan renovasi rumah ibadah, pemberian perlengkapan fasilitas masjid/mushollah, pemberian hewan qurban Idul Adha,</p> <p>6. Pelestarian Alam<br/>Kegiatan ini berupa penanaman dan perawatan bibit pohon, pembersihan lingkungan ring 1.</p> <p>7. Sosial Masyarakat Dalam Rangka Pengentasan Kemiskinan<br/>Bantuan kegiatan ini berupa pelaksanaan pasar murah dan sembako gratis</p> <p>8. Pembinaan Kemitraan<br/>Kegiatan ini meliputi pengembangan usaha mitra melalui pemasaran produk mitra binaan dengan mengikutsertakan pada pameran di tingkat nasional.</p> | <p>5. Worship Facilities<br/>The activities carried out were the construction and renovation of places of worship, donation of facilities for mosques or prayer rooms, distribution of sacrificial animals during Eid al-Adha,</p> <p>6. Nature Conservation<br/>The activities carried out were planting and maintaining tree seedlings, cleaning in the ring 1 environment.</p> <p>7. Social Community To Alleviate Poverty<br/>The activities carried out were the implementation of low-cost markets and the distribution of free staple commodities.</p> <p>8. Partnership Development<br/>The activities carried out included developing the marketing of the products of the fostered partners by including them in exhibitions at the national level.</p> |
|--|---|

Tabel Akumulasi Penyaluran Program Bina Lingkungan Tahun 2020

Table of Accumulation of Community Development Program Distribution in 2020

NO	KEGIATAN	NILAI RP (JUTA) VALUE (IN MILLIONS OF RUPIAHS)	ACTIVITIES
1	Pengentasan Kemiskinan	404	Poverty Alleviation
2	Peningkatan Kesehatan	145	Health Improvement
3	Pendidikan & Pelatihan	1.815	Education & Training
4	Pengembangan Prasarana/Sarana Umum	590	Development of Public Infrastructure / Facilities
5	Sarana Ibadah	2.516	Place of worship
6	Bencana Alam	148	Natural disasters
7	Pelestarian Alam	632	Nature Conservation

### Perbaikan Sarana dan Prasarana Sosial

Sebagai bentuk kepedulian Perseroan terhadap sarana dan prasarana masyarakat, selama tahun 2020 Perseroan melakukan berbagai macam kegiatan dan beberapa di antaranya adalah sebagai berikut:

1. Bantuan motor viar di Kelurahan Masale;
2. Bantuan *Life Jacket*;
3. Bantuan *convex mirror outdoor* di jalan masuk MNP dan di kelurahan Cambayya;
4. Bantuan sarana air bersih di Desa Bonto Marannu;

### Improvement of Social Facilities and Infrastructure

As part of the Company's concern for community facilities and infrastructure, during 2020 the Company carried out various kinds of activities and some of which were as follows:

1. Provision of viar motorbikes in Masale Village;
2. Provision of Life Jackets;
3. Provision of outdoor convex mirrors at the MNP entrance and in Cambayya Villages;
4. Provision of clean water facilities in Bonto Marannu Village;



## Bentuk Donasi Lainnya

Perseroan memberikan donasi lainnya dalam bentuk anggaran Tanggung Jawab Sosial Lingkungan (TJSL). Adapun donasi yang disalurkan sebesar Rp 2 miliar.

Rincian kegiatan dan dana yang disalurkan sebagai berikut:

- Bantuan Masjid Mardiyah UGM;
- Terumbu Karang Pulau Bangka Sulawesi Utara;
- Bantuan ke Yayasan BUMN.

## Kendala Pelaksanaan

Kendala yang dihadapi dan upaya yang dilakukan Perseroan yaitu :

- Kendala yang dihadapi untuk penyaluran kemitraan ini adalah Kecakapan mitra dalam pengelolaan keuangan yang kurang baik sehingga mengakibatkan terjadinya penunggakan pembayaran angsuran. Mengatasi permasalahan tersebut dengan cara Mengadakan pelatihan manajemen keuangan untuk mitra binaan.
- Kendala untuk program Bina Lingkungan tidak ada permasalahan yang sangat prinsip, program telah disesuaikan dengan peraturan yang berlaku dan selaras dengan yang dibutuhkan masyarakat serta adanya koordinasi dengan instansi terkait.

## Other Forms of Donation

The company provided other donations in the form of an Environmental Social Responsibility (TJSL) budget. The donation that was distributed was Rp. 2 billion

Details of activities and funds distributed are as follows:

- Assistance for Mardiyah UGM Mosque;
- Coral Reefs in Bangka Island, North Sulawesi;
- Assistance for BUMN Foundation.

## Constraints in Implementation

The obstacles faced by the Company and their handling were:

- Constraints in the distribution of partnerships were the partners' lack of competence in managing finances which results in late installment payments. To overcome this, financial management training was held for the fostered partners.
- There were no serious problems for the Community Development program. The program had been adjusted to the prevailing regulations and was in line with the needs of the community and has been coordinated with related agencies.



**BANTUAN BINA LINGKUNGAN SEKTOR SARANA IBADAH GPIB SUNGAI AMBAWANG DI KALIMANTAN BARAT**  
 Environmental Development Assistance for the Ambawang River Gpib Worship Facilities Sector in West Kalimantan

## Dampak Pelaksanaan

Dalam strategi pelaksanaan tanggung jawab sosial yang relevan dengan bisnis Perseroan, Perseroan mempunyai misi untuk meningkatkan kesejahteraan masyarakat dan kemandirian di wilayah operasional. Perseroan juga berkomitmen memberikan bantuan secara langsung maupun tidak langsung kepada pemangku kepentingan, serta menyiapkan kemandirian usaha kecil dan menengah, sehingga peningkatan ekonomi masyarakat dapat terus terwujud. Perseroan berusaha secara maksimal untuk memberikan manfaat ekonomi dan sosial bagi seluruh pemangku kepentingan, baik pemerintah daerah dan pusat, Lembaga Swadaya Masyarakat (LSM), serta masyarakat sekitar wilayah operasional.

Komunitas lokal wilayah operasi adalah mitra Perseroan dalam menjalankan peran penting untuk mendukung pembangunan berkelanjutan. Keterlibatan Perseroan bersama masyarakat sekitar dijalankan melalui perekrutan karyawan setempat.

## Aspek Ekonomi

Terkait aspek ekonomi, masyarakat berharap Perseroan lebih transparan dalam menyampaikan pencapaian kinerja ekonomi dan alokasi dana CSR. Masyarakat berharap adanya peningkatan alokasi dana untuk CSR agar program yang diberikan semakin berkualitas dan menyentuh lebih banyak masyarakat di area terdekat Perseroan. Atas kebutuhan ini, Perseroan menanggapi bahwa biaya CSR telah disampaikan dalam laporan PKBL dan dapat dibaca oleh publik. Lebih jauh, Perseroan juga menyatakan bahwa kegiatan CSR lebih mengutamakan pemberdayaan dan membangun kemandirian masyarakat.

## Aspek Sosial

Penyerapan tenaga kerja lokal, dan pemberian kesempatan bagi masyarakat menjadi pemasok lokal. Mereka berpendapat bahwa pemberian pelatihan dan keterampilan bagi masyarakat saat ini sudah optimal.

Penting bagi Perseroan melakukan pelibatan pemangku kepentingan. Pelibatan pemangku kepentingan secara langsung oleh masing-masing divisi/unit bisnis yang terkait dilaksanakan secara rutin, terbuka, dan jujur. Hal tersebut membantu Perseroan untuk mengidentifikasi, memahami, dan isu yang paling penting bagi pemangku kepentingan dan operasional Perseroan.

## Impact of Implementation

In the strategy of implementing social responsibility that is relevant to the Company's business, the Company has a mission to improve the welfare and independence of the community in the operational area. The Company is also committed to providing assistance, directly or indirectly, to stakeholders and supporting the independence of small and medium enterprises to improve the community's economy. The Company tries its best to provide economic and social benefits to all stakeholders, both local and central government, non-governmental organizations (NGOs), and communities around the operational area.

Local communities in the operating areas are the Company's partners in supporting sustainable development. The involvement of the Company with the surrounding community is carried out through the recruitment of local employees.

## Economic Aspects

Regarding the economic aspect, the public hoped that the Company would be more transparent in delivering economic performance achievements and the allocation of CSR funds. The community also hoped that the funding on CSR will be increased to improve the quality and reach of the program. The company responded by stating that the CSR costs have been submitted in the PKBL report and can be read by the public. The company also stated that CSR activities prioritize empowerment and building community independence.

## Social Aspects

Recruitment of local workers and provide opportunities for communities to become local suppliers. They consider that the current training and skills for the community are optimal.

It is important for the Company to involve stakeholders. The direct involvement of stakeholders with divisions / business units on a regular, open and honest basis will assist the Company in identifying and understanding the most important issues for stakeholders and the Company's operations.

## Sertifikasi dan Penghargaan

- Penghargaan bidang CSR dan Penghargaan di bidang pelibatan dan pengembangan masyarakat yang dimiliki
  1. *Top CSR Awards 2020*
  2. *Top Leader Komitmen*

## Program Kemitraan & Program Bina Lingkungan Unggulan PT Pelindo IV (Persero)

Program Kemitraan dan Program Bina Lingkungan (PKBL) atau Corporate Social Responsibility (CSR) adalah salah satu bentuk tanggung jawab Badan Usaha Milik Negara (BUMN) kepada masyarakat yang bertujuan memberikan bimbingan dan bantuan kepada pengusaha golongan ekonomi lemah, koperasi dan masyarakat. PKBL sendiri merupakan program pembinaan usaha kecil dan pemberdayaan kondisi lingkungan oleh BUMN melalui pemanfaatan dana dari laba BUMN. Sesuai dengan Permen-03/MBU/12/2016 besarnya dana Program Kemitraan dan dana Program Bina Lingkungan yang bersumber dari laba paling banyak 4% (empat persen) dari proyeksi laba bersih tahun sebelumnya, yang secara definitif ditetapkan pada saat pengesahan laporan tahunan

Program Kemitraan BUMN, yang selanjutnya disebut Program Kemitraan adalah program untuk meningkatkan kemampuan usaha kecil agar menjadi Tangguh dan mandiri. Program ini hadir ditengah-tengah masyarakat untuk tumbuh dan berkembang sebagai langkah nyata peningkatan usaha menjadi lebih produktif, efisien, dan profitable. Sedangkan Program Bina Lingkungan, yang selanjutnya disebut Program BL adalah program pemberdayaan kondisi sosial masyarakat oleh BUMN. Program ini membantu masyarakat untuk dapat mencapai kesejahteraan dan kondisi sarana fasilitas umum yang lebih layak.

## Certifications and Awards

- Awards that have been obtained in the field of CSR and community involvement and development are
  1. *Top CSR Awards 2020*
  2. *Top Leader Komitmen*

## PT Pelindo IV (Persero) Partnership Program and Community Development Program

The Partnership Program and Community Development Program (PKBL) or Corporate Social Responsibility (CSR) is a form of responsibility of State-Owned Enterprises (BUMN) to the community which aims to guide and assist entrepreneurs from economically disadvantaged groups, cooperatives, and the community. PKBL is a SOEs program to foster small businesses and empower environmental conditions using funds from profit. In accordance with Permen-03 / MBU / 12/2016, the amount of the Partnership Program and Community Development Program funds is at most 4% (four percent) of the previous year's net profit projection which is definitively determined at the time of the ratification of the annual report.

The BUMN Partnership Program, hereinafter referred to as the Partnership Program, aims to increase the ability of small businesses to be resilient and independent. This program helps people improve their businesses so that they become more productive, efficient and profitable. The Community Development Program, hereinafter referred to as the BL Program, is an SOEs program in empowering the social conditions of the community. This program helps improve community welfare and improve the condition of public facilities.

PT Pelabuhan Indonesia IV (Persero)  
dan Entitas Anak/  
*and Its Subsidiaries*

Laporan keuangan konsolidasian dan informasi  
tambahan tanggal 31 Desember 2020 dan untuk  
tahun yang berakhir pada tanggal tersebut  
beserta laporan auditor independen/  
*Consolidated financial statements and supplementary  
information as of December 31, 2020 and  
for the year then ended with  
independent auditor's report*

The original consolidated financial statements included herein are in Indonesian language.

**PT PELABUHAN INDONESIA IV (PERSERO)  
DAN ENTITAS ANAK  
LAPORAN KEUANGAN KONSOLIDASIAN  
TANGGAL 31 DESEMBER 2020 DAN  
UNTUK TAHUN YANG BERAKHIR  
PADA TANGGAL TERSEBUT BESERTA  
LAPORAN AUDITOR INDEPENDEN**

**PT PELABUHAN INDONESIA IV (PERSERO)  
AND ITS SUBSIDIARIES  
CONSOLIDATED FINANCIAL STATEMENTS  
AS OF DECEMBER 31, 2020 AND  
FOR THE YEAR THEN ENDED WITH  
INDEPENDENT AUDITOR'S REPORT**

**Daftar Isi**

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**PELINDO4**

*Great Posts, Great Connectivity, Great Indonesia*

**SURAT PERNYATAAN DIREKSI  
TENTANG TANGGUNG JAWAB ATAS  
LAPORAN KEUANGAN KONSOLIDASIAN  
PADA TANGGAL 31 DESEMBER 2020 DAN 2019  
DAN 1 JANUARI 2019/ 31 DESEMBER 2018 DAN UNTUK TAHUN-  
TAHUN YANG BERAKHIR  
31 DESEMBER 2020 DAN 2019**

**PT. PELABUHAN INDONESIA IV (PERSERO) ("Perusahaan")  
DAN ENTITAS ANAK**

**DIRECTORS' STATEMENT LETTER  
RELATING TO THE RESPONSIBILITY ON  
THE CONSOLIDATED FINANCIAL STATEMENTS  
AS OF DECEMBER 31, 2020 AND 2019 AND JANUARY 1,  
2019/DECEMBER 31, 2018 AND FOR THE YEARS ENDED  
DECEMBER 31, 2020 AND 2019**

**PT. PELABUHAN INDONESIA IV (PERSERO) ("the Company")  
AND ITS SUBSIDIARIES**

Kami yang bertanda tangan dibawah ini / We, the undersigned:

- |    |  |   |   |
|----|--|---|---|
| 1. | Nama / Name  | : | Prasetyadi  |
|    | Alamat Kantor / Office address   | : | Jalan Soekarno No. 1, Makassar, Sulawesi Selatan  |
|    | Alamat Domisili sesuai KTP atau kartu identitas lain / Domicile as stated in ID card | : | Jalan Ikan Mungsing No. 13/11, RT 014/003, Kel Perak Barat, Kecamatan Krembangan, Kota Surabaya |
|    | Nomor Telepon / Phone Number   | : | 0411-36165449   |
|    | Jabatan / Position   | : | Direktur Utama / President Director   |
| 2. | Nama / Name  | : | Choirul Anwar   |
|    | Alamat Kantor / Office address   | : | Jalan Soekarno No. 1, Makassar, Sulawesi Selatan  |
|    | Alamat Domisili sesuai KTP atau kartu identitas lain / Domicile as stated in ID card | : | Jalan BDN I No. 4, RT 010/011, Kel Cilandak Barat, Kecamatan Cilandak, Jakarta Selatan          |
|    | Nomor Telepon / Phone Number   | : | 0411-36165449   |
|    | Jabatan / Position   | : | Direktur Keuangan / Finance Director  |

Menyatakan bahwa / Declare that:

- |    |   |    |   |
|----|---|----|---|
| 1. | Kami bertanggung jawab atas penyusunan dan penyajian laporan keuangan konsolidasian Perusahaan dan entitas anak;  | 1. | We are responsible for the preparation and presentation of the Company and its subsidiaries' consolidated financial statements;   |
| 2. | Laporan keuangan konsolidasian Perusahaan dan entitas anak telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia;   | 2. | The Company and its subsidiaries' consolidated financial statements have been prepared and presented in accordance with Indonesian of Financial Accounting Standards;               |
| 3. | a. Semua informasi dalam laporan keuangan konsolidasian Perusahaan dan entitas anak telah dimuat secara lengkap dan benar;  | 3. | a. All information in the Company and its subsidiaries' consolidated financial statements are complete and correct;   |
|    | b. Laporan keuangan konsolidasian Perusahaan dan entitas anak tidak mengandung informasi atau fakta material yang tidak benar, dan tidak menghilangkan informasi atau fakta material; dan | 3. | b. The Company and its subsidiaries' consolidated financial statements do not contain misleading material information or facts, and do not omit material information and facts; and |
| 4. | Kami bertanggung jawab atas sistem pengendalian internal dalam Perusahaan dan entitas anak.   | 4. | We are responsible for the Company and its subsidiaries' internal control system.   |

Demikian pernyataan ini dibuat dengan sebenarnya.

This statement letter is made truthfully.

Atas nama dan mewakili Direksi / For and on behalf of the Board of Directors

Makassar, 9 April 2021/ April 9, 2021

**Prasetyadi**

Direktur Utama / President Director

**Choirul Anwar**

Direktur Keuangan / Finance Director

PT PELABUHAN INDONESIA IV (PERSERO)

KANTOR PUSAT

Jl. Soekarno No. 1 Makassar 90173, Kotak Pos 1040

Telepon (0411) 3616549, Hunting : 0811 444 040 00, Faximile (0411) 3619044

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*The original report included herein is in Indonesian language.*

No. : 00117/2.0959/AU.1/01/0954-1/1/IV/2021

**Laporan Auditor Independen  
Independent Auditors' Report**

**Gani Sigiro & Handayani**  
Sampoerna Strategic Square  
South Tower Level 25  
Jalan Jend. Sudirman Kav. 45-46  
Jakarta Selatan 12930  
Indonesia

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**Pemegang Saham, Dewan Komisaris dan  
Direksi  
PT Pelabuhan Indonesia IV (Persero) dan  
entitas anak**

Kami telah mengaudit laporan keuangan konsolidasian PT Pelabuhan Indonesia IV (Persero) dan entitas anak terlampir, yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2020, serta laporan laba rugi dan penghasilan komprehensif lain konsolidasian, laporan perubahan ekuitas konsolidasian, dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, dan suatu ikhtisar kebijakan akuntansi signifikan dan informasi penjelasan lainnya.

**Tanggung jawab manajemen atas laporan  
keuangan konsolidasian**

Manajemen bertanggung jawab atas penyusunan dan penyajian wajar laporan keuangan konsolidasian tersebut sesuai dengan Standar Akuntansi Keuangan di Indonesia, dan atas pengendalian internal yang dianggap perlu oleh manajemen untuk memungkinkan penyusunan laporan keuangan konsolidasian yang bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan.

**Tanggung jawab auditor**

Tanggung jawab kami adalah untuk menyatakan suatu opini atas laporan keuangan konsolidasian tersebut berdasarkan audit kami. Kami melaksanakan audit kami berdasarkan Standar Audit yang ditetapkan oleh Institut Akuntan Publik Indonesia. Standar tersebut mengharuskan kami untuk mematuhi ketentuan etika serta merencanakan dan melaksanakan audit untuk memperoleh keyakinan memadai tentang apakah laporan keuangan konsolidasian tersebut bebas dari kesalahan penyajian material.

***The Stockholders, Boards of Commissioners  
and Directors  
PT Pelabuhan Indonesia IV (Persero) and its  
subsidiaries***

*We have audited the accompanying consolidated financial statements of PT Pelabuhan Indonesia IV (Persero) and its subsidiaries, which comprise the consolidated statement of financial position as of December 31, 2020, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity, and consolidated statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.*

***Management's responsibility for the  
consolidated financial statements***

*Management is responsible for the preparation and fair presentation of such consolidated financial statements in accordance with Indonesian Financial Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.*

***Auditors' responsibility***

*Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.*

**Gani Sigiro & Handayani**



## Halaman 2

### Tanggung jawab auditor (lanjutan)

Suatu audit melibatkan pelaksanaan prosedur untuk memperoleh bukti tentang angka-angka dan pengungkapan dalam laporan keuangan konsolidasian. Prosedur yang dipilih bergantung pada pertimbangan auditor, termasuk penilaian atas risiko kesalahan penyajian material dalam laporan keuangan konsolidasian, baik yang disebabkan oleh kecurangan maupun kesalahan. Dalam melakukan penilaian atas risiko tersebut, auditor mempertimbangkan pengendalian internal yang relevan dengan penyusunan dan penyajian wajar laporan keuangan konsolidasian entitas untuk merancang prosedur audit yang tepat sesuai dengan kondisinya, tetapi bukan untuk tujuan menyatakan opini atas keefektifitasan pengendalian internal entitas. Suatu audit juga mencakup pengevaluasian atas ketepatan kebijakan akuntansi yang digunakan dan kewajaran estimasi akuntansi yang dibuat oleh manajemen, serta pengevaluasian atas penyajian laporan keuangan konsolidasian secara keseluruhan.

Kami yakin bahwa bukti audit yang telah kami peroleh adalah cukup dan tepat untuk menyediakan suatu basis bagi opini audit kami.

### Opini

Menurut opini kami, laporan keuangan konsolidasian terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian PT Pelabuhan Indonesia IV (Persero) dan entitas anak tanggal 31 Desember 2020, serta kinerja keuangan dan arus kas untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

## Page 2

### Auditors' responsibility (continued)

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgement, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of PT Pelabuhan Indonesia IV (Persero) and its subsidiaries as of December 31, 2020, and their financial performance and cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.



### Halaman 3

#### Penekanan Suatu Hal

Sebagai bagian dari audit kami atas laporan keuangan konsolidasian per tanggal 31 Desember 2020 dan untuk tahun yang berakhir pada tanggal tersebut, kami juga mengaudit penyesuaian yang dijelaskan pada Catatan 46 atas laporan keuangan konsolidasian terlampir yang diterapkan untuk menyajikan kembali laporan keuangan konsolidasian tanggal 31 Desember 2019 dan 1 Januari 2019 dan laporan laba rugi dan penghasilan komprehensif lain konsolidasian untuk tahun yang berakhir pada tanggal 31 Desember 2019. Menurut opini kami, penyesuaian tersebut sudah tepat dan telah diterapkan dengan tepat. Kami tidak ditugasi untuk mengaudit, mereviu, atau menerapkan prosedur apapun atas laporan keuangan konsolidasian PT Pelabuhan Indonesia IV (Persero) dan entitas anak per tanggal 31 Desember 2019 dan 1 Januari 2019 dan laporan laba rugi dan penghasilan komprehensif lain konsolidasian untuk tahun yang berakhir pada tanggal 31 Desember 2019 selain yang berkaitan dengan penyesuaian tersebut dan, oleh karena itu, kami tidak menyatakan suatu opini maupun bentuk asurans lainnya atas laporan keuangan konsolidasian tersebut secara keseluruhan. Opini kami tidak dimodifikasi sehubungan dengan hal tersebut.

#### Hal Lain

Audit kami atas laporan keuangan konsolidasian PT Pelabuhan Indonesia IV (Persero) dan entitas anak pada tanggal 31 Desember 2020 dan untuk tahun yang berakhir pada tanggal tersebut dilaksanakan dengan tujuan untuk merumuskan suatu opini atas laporan keuangan konsolidasian tersebut secara keseluruhan. Informasi keuangan PT Pelabuhan Indonesia IV (Persero) (Entitas Induk) terlampir, yang terdiri dari laporan posisi keuangan tanggal 31 Desember 2020, serta laporan laba rugi dan penghasilan komprehensif lain, laporan perubahan ekuitas, laporan arus kas untuk tahun yang berakhir pada tanggal tersebut dan catatan atas investasi pada entitas anak (secara kolektif disebut sebagai "Informasi Keuangan Entitas Induk"), yang disajikan sebagai informasi tambahan terhadap laporan keuangan konsolidasian terlampir, disajikan untuk tujuan analisis tambahan dan bukan merupakan bagian dari laporan keuangan

*The original report included herein is in Indonesian language.*

### Page 3

#### Emphasis of Matter

*As part of our audit of the consolidated financial statements as of December 31, 2020 and for the years then ended, we also audited the adjustments described in Note 46 that were applied to restate the consolidated financial statements as of December 31, 2019 and January 1, 2019 and the consolidated statement of profit or loss and other comprehensive income for the year then ended December 31, 2019. In our opinion, such adjustments are appropriate and have been properly applied. We were not engaged to audit, review or apply any procedures to the consolidated financial statements as of December 31, 2019 and January 1, 2019 and the consolidated statement of profit or loss and other comprehensive income for the year then ended December 31, 2019 of PT Pelabuhan Indonesia IV (Persero) and its subsidiaries other than with respect to the adjustments and, accordingly, we do not express an opinion or any other form of assurance on those consolidated financial statements taken as a whole. Our opinion is not modified with regard to this matter.*

#### Other Matters

*Our audit of the accompanying consolidated financial statements of PT Pelabuhan Indonesia IV (Persero) and its subsidiaries as of December 31, 2020 and for the year then ended were conducted for the purpose of forming an opinion on the consolidated financial statements taken as a whole. The accompanying financial information of PT Pelabuhan Indonesia IV (Persero) (Parent Entity), which comprises the statement of financial position as of December 31, 2020, and the statement of profit or loss and other comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, and the list of subsidiaries (collectively referred to as "Parent Entity Financial Information"), which is presented as a supplementary information to the accompanying consolidated financial statements, is presented for the purposes of additional analysis and is not a required part of the accompanying consolidated financial statements under Indonesian Financial Accounting Standards. The Parent Entity Financial Information is the responsibility of the*



**Halaman 4****Hal Lain (lanjutan)**

konsolidasian terlampir yang diharuskan menurut Standar Akuntansi Keuangan di Indonesia. Informasi Keuangan Entitas Induk merupakan tanggung jawab manajemen serta dihasilkan dari dan berkaitan secara langsung dengan catatan akuntansi dan catatan lainnya yang mendasarinya yang digunakan untuk menyusun laporan keuangan konsolidasian terlampir. Informasi Keuangan Entitas Induk telah menjadi objek prosedur audit yang diterapkan dalam audit atas laporan keuangan konsolidasian terlampir berdasarkan Standar Audit yang ditetapkan oleh Institut Akuntan Publik Indonesia. Menurut opini kami, Informasi Keuangan Entitas Induk disajikan secara wajar, dalam semua hal yang material, berkaitan dengan laporan keuangan konsolidasian terlampir secara keseluruhan.

Laporan keuangan konsolidasian PT Pelabuhan Indonesia IV (Persero) dan entitas anak tanggal 31 Desember 2019 dan 2018 dan untuk tahun-tahun yang berakhir pada tanggal tersebut, sebelum penyesuaian sebagaimana dijelaskan pada Catatan 46 atas laporan keuangan konsolidasian terlampir, telah diaudit oleh auditor independen lain yang menyatakan opini tanpa modifikasi atas laporan keuangan konsolidasian tersebut masing-masing pada tanggal 28 Februari 2020 dan 26 Februari 2019.



**Foreman Ronni Boy Pangaribuan, CPA**  
Ijin Akuntan Publik No. AP. 0954  
(License of Public Accountant No. AP. 0954)

9 April 2021

April 9, 2021

*The original report included herein is in Indonesian language.*

**Page 4****Other Matters (continued)**

*management and was derived from and relates directly to the underlying accounting and other records used to prepare the accompanying consolidated financial statements. The Parent Entity Financial Information has been subjected to the auditing procedures applied in our audit of the accompanying consolidated financial statements in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. In our opinion, the Parent Entity Financial Information is fairly stated, in all material respects, in relation to the accompanying consolidated financial statements taken as a whole.*

*The consolidated financial statements of PT Pelabuhan Indonesia IV (Persero) and its subsidiaries for the year ended December 31, 2019 and 2018 and for the years then ended, before adjustment as described in Note 46 to the accompanying consolidated financial statements, have been audited by another independent auditors who has expressed an unmodified opinion on those consolidated financial statements on February 28, 2020 and February 26, 2019, respectively.*



**PT PELABUHAN INDONESIA IV (PERSERO) DAN ENTITAS ANAK**  
**LAPORAN POSISI KEUANGAN KONSOLIDASIAN**  
**31 DESEMBER 2020**  
**(Disajikan dalam Rupiah)**

**PT PELABUHAN INDONESIA IV (PERSERO) AND ITS SUBSIDIARIES**  
**CONSOLIDATED STATEMENTS OF FINANCIAL POSITION**  
**DECEMBER 31, 2020**  
**(Expressed in Rupiah)**

	Catatan/ Notes	31 Desember/ December 31 2020	31 Desember/ December 31 2019*)	1 Januari 2019/ 31 Desember 2018 January 1, 2019/ December 31, 2018*)	
<b>ASET</b>					<b>ASSETS</b>
<b>ASET LANCAR</b>					<b>CURRENT ASSETS</b>
Kas dan setara kas	6	698.368.663.081	495.527.498.911	1.906.435.791.891	Cash and cash equivalents
Aset keuangan lainnya	7	4.100.129.340	2.161.748.020	2.183.206.600	Other current financial assets
Piutang usaha - bersih	8				Trade receivables - net
Pihak ketiga		127.405.485.547	194.058.045.322	185.929.459.402	Third parties
Pihak berelasi	40	4.234.305.539	46.530.914.333	35.222.044.526	Related parties
Piutang lain-lain	9, 40	12.657.691.324	18.898.656.982	7.026.544.664	Other accounts receivable
Persediaan	10	16.411.609.033	15.499.130.870	28.112.991.256	Inventories
Pajak dibayar dimuka	11	319.341.471.832	293.973.187.562	206.658.488.402	Prepaid taxes
Biaya dibayar dimuka dan uang muka	12	34.844.307.158	27.103.545.810	31.648.177.177	Advances and prepaid expenses
<b>Jumlah Aset Lancar</b>		<b>1.217.363.662.854</b>	<b>1.093.752.727.810</b>	<b>2.403.216.703.918</b>	<b>Total Current Assets</b>
<b>ASET TIDAK LANCAR</b>					<b>NON-CURRENT ASSETS</b>
Aset keuangan tidak lancar lainnya	13	3.271.055.833	1.909.766.757	1.474.581.431	Other non-current financial assets
Investasi pada entitas asosiasi	14, 4	33.091.848.492	32.969.427.451	32.588.154.877	Investment in associates
Properti investasi	15	9.890.464.159	9.562.920.414	8.752.503.889	Investment properties
Aset tetap	16	7.883.559.129.548	6.874.663.853.784	6.738.721.073.126	Property and equipment
Aset takberwujud	18	2.612.391.774.681	2.390.607.960.301	1.029.009.684.988	Intangible assets
Aset hak guna	17	11.970.181.376	-	-	Right of use assets
Aset tidak lancar lainnya	19	2.870.002.366	2.509.805.002	944.944.139	Other non-current assets
Aset pajak tangguhan	11	6.834.307.574	6.801.283.570	5.259.820.804	Deferred taxes
<b>Jumlah Aset Tidak Lancar</b>		<b>10.563.878.764.029</b>	<b>9.319.025.017.279</b>	<b>7.816.750.763.254</b>	<b>Total Non-Current Assets</b>
<b>JUMLAH ASET</b>		<b>11.781.242.426.883</b>	<b>10.412.777.745.089</b>	<b>10.219.967.467.172</b>	<b>TOTAL ASSETS</b>
<b>LIABILITAS DAN EKUITAS</b>					<b>LIABILITIES AND EQUITY</b>
<b>LIABILITAS JANGKA PENDEK</b>					<b>CURRENT LIABILITIES</b>
Utang usaha	20, 40	278.916.156.684	505.573.624.726	653.633.157.662	Trade payables
Beban akrual	21	333.608.764.457	339.556.669.439	262.857.984.775	Accrued expenses
Utang pajak	11	125.786.666.629	138.806.797.457	152.561.295.058	Tax payable
Liabilitas jangka panjang yang jatuh tempo dalam satu tahun:					Current maturities of long-term liabilities:
Utang bank	23, 40	11.954.393.852	11.954.393.852	12.088.970.496	Bank loan
Liabilitas sewa	24	4.356.655.931	253.232.265	57.948.069	Lease liabilities
Liabilitas keuangan jangka pendek lainnya	22	102.280.069.303	97.050.009.990	90.031.644.569	Other current financial liabilities
<b>Jumlah Liabilitas Jangka Pendek</b>		<b>856.902.706.856</b>	<b>1.093.194.727.729</b>	<b>1.171.231.000.629</b>	<b>Total Current Liabilities</b>
<b>LIABILITAS JANGKA PANJANG</b>					<b>NON CURRENT LIABILITIES</b>
Liabilitas jangka panjang - setelah dikurangi bagian yang jatuh tempo dalam satu tahun:					Long term liabilities - net of current maturities:
Utang bank	23, 40	1.408.422.798.970	25.901.022.556	38.281.030.335	Bank loan
Liabilitas sewa	24	8.203.870.157	456.282.636	321.213.109	Lease liabilities
Obligasi	25	2.996.198.724.027	2.995.391.922.603	2.994.585.121.179	Bond Payable
Liabilitas imbalan kerja	26	337.776.231.534	299.976.132.693	193.662.327.557	Employee benefits obligations
Liabilitas keuangan jangka panjang lain	27	6.537.914.851	12.726.416.613	31.247.533.811	Other non current financial liabilities
Liabilitas pajak tangguhan	11	33.460.591.540	22.592.234.533	11.520.486.812	Deferred tax liabilities
<b>Jumlah Liabilitas Jangka Panjang</b>		<b>4.790.600.131.079</b>	<b>3.357.044.011.634</b>	<b>3.269.617.712.803</b>	<b>Total Non Current Liabilities</b>
<b>Jumlah Liabilitas</b>		<b>5.647.502.837.935</b>	<b>4.450.238.739.363</b>	<b>4.440.848.713.432</b>	<b>Total Liabilities</b>
<b>EKUITAS</b>					<b>EQUITY</b>
Modal saham - nilai nominal					Share capital - par value of
Rp 1.000.000 per saham untuk saham Seri A Dwiwarna dan saham Seri B					Rp 1,000,000 per share for Series A Dwiwarna share and Series B Shares
Modal dasar - 1 saham Seri A Dwiwarna dan 9.999.999 saham Seri B tahun 2020 dan 2019					Authorized - 1 Series A Dwiwarna and 9,999,999 Series B shares
Modal ditempatkan dan disetor penuh 1 saham Seri A Dwiwarna dan 3.112.084 saham Seri B tahun 2020 dan 2019	28	3.112.085.000.000	3.112.085.000.000	3.112.085.000.000	Issued and fully paid - 1 Series A Dwiwarna and 3,211,084 Series B in 2020 and 2019
Modal lainnya	29	1.466.121.492	1.466.121.492	1.466.121.492	Other capital
Komponen ekuitas lainnya		-	5.032.948.761	5.159.874.786	Other equity components
Saldo laba	30	2.983.985.510.303	2.811.543.468.033	2.630.378.129.133	Retained earnings
Jumlah ekuitas yang dapat diatribusikan:					Total equity attributable:
Kepada pemilik entitas induk		6.097.536.631.795	5.930.127.538.286	5.749.089.125.411	The owners of parent entity
Kepentingan non-pengendali	32	36.202.957.153	32.411.467.440	30.029.628.329	Non-controlling interest
<b>Jumlah Ekuitas</b>		<b>6.133.739.588.948</b>	<b>5.962.539.005.726</b>	<b>5.779.118.753.740</b>	<b>Total Equity</b>
<b>JUMLAH LIABILITAS DAN EKUITAS</b>		<b>11.781.242.426.883</b>	<b>10.412.777.745.089</b>	<b>10.219.967.467.172</b>	<b>TOTAL LIABILITIES AND EQUITY</b>

\*) Disajikan kembali (Catatan 46)

\*) As restated (Note 46)

Lihat catatan atas laporan keuangan konsolidasian yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian.

See accompanying notes to consolidated financial statements which are an integral part of the consolidated financial statements.

The original consolidated financial statements included herein are in Indonesian language.

**PT PELABUHAN INDONESIA IV (PERSERO) DAN ENTITAS ANAK  
LAPORAN LABA RUGI DAN PENGHASILAN  
KOMPREHENSIF LAIN KONSOLIDASIAN  
UNTUK TAHUN YANG BERAKHIR 31 DESEMBER 2020  
(Disajikan dalam Rupiah)**

**PT PELABUHAN INDONESIA IV (PERSERO) AND ITS SUBSIDIARIES  
CONSOLIDATED STATEMENTS OF PROFIT OR LOSS  
AND OTHER COMPREHENSIVE INCOME  
FOR THE YEAR ENDED DECEMBER 31, 2020  
(Expressed in Rupiah)**

	Catatan/ Notes	2020	2019*)	
Pendapatan usaha	33, 41	3.639.222.133.537	3.661.290.527.559	Revenues
Pendapatan konstruksi	34	252.494.984.469	1.391.094.801.034	Construction Revenue
Beban pokok pendapatan	35, 41	(2.261.349.709.234)	(2.122.794.923.785)	Cost of revenues
Beban konstruksi	34	(252.494.984.469)	(1.391.094.801.034)	Construction Cost
<b>LABA KOTOR</b>		<b>1.377.872.424.303</b>	<b>1.538.495.603.774</b>	<b>GROSS PROFIT</b>
Pendapatan non usaha	38	79.483.118.449	133.399.011.043	Non operating income
Beban pemasaran	36	(130.707.959.676)	(110.586.081.341)	Marketing expenses
Beban umum dan administrasi	37	(766.404.443.739)	(879.334.131.792)	General and administrative expenses
Beban non usaha	38	(22.665.284.989)	(38.111.338.608)	Non operating expenses
<b>LABA USAHA</b>		<b>537.577.854.348</b>	<b>643.863.063.076</b>	<b>OPERATIONAL PROFIT</b>
Beban keuangan	38	(145.460.791.545)	(100.636.423.885)	Finance expenses
<b>LABA SEBELUM PAJAK</b>		<b>392.117.062.803</b>	<b>543.226.639.191</b>	<b>PROFIT BEFORE TAX</b>
Beban pajak:	11			Tax expenses:
Beban pajak penghasilan		(84.483.092.957)	(124.086.148.230)	Income tax expense
Beban pajak tangguhan		(23.871.753.177)	(33.494.652.692)	Deferred tax expense
Jumlah beban pajak		(108.354.846.134)	(157.580.800.922)	Total tax expenses
<b>LABA TAHUN BERJALAN</b>		<b>283.762.216.669</b>	<b>385.645.838.269</b>	<b>PROFIT FOR THE YEAR</b>
Penghasilan komprehensif lain:				Other comprehensive income
Pos-pos yang tidak akan direklasifikasi ke laba rugi				Items that will not be reclassified to profit or loss:
Kerugian aktuarial atas imbalan pasca kerja		(29.531.470.129)	(95.567.461.320)	Actuarial loss of post-employment benefits
Pajak penghasilan terkait pos-pos yang tidak akan direklasifikasi ke laba rugi	11	13.036.420.174	23.922.059.062	Income tax related to items that will not be reclassified to profit or loss
		(16.495.049.955)	(71.645.402.258)	
Pos-pos yang akan direklasifikasi ke laba rugi				Items that will be reclassified to profit or loss
Aset keuangan tersedia dijual		-	(169.234.700)	Financial assets available for sale
Pajak penghasilan terkait pos-pos yang akan direklasifikasi ke laba rugi	11	-	42.308.675	Income tax related to items that will be reclassified to profit or loss
		-	(126.926.025)	
Rugi komprehensif lain tahun berjalan		(16.495.049.955)	(71.772.328.283)	Other comprehensive loss for current year
<b>JUMLAH LABA KOMPREHENSIF TAHUN BERJALAN</b>		<b>267.267.166.714</b>	<b>313.873.509.986</b>	<b>TOTAL COMPREHENSIVE INCOME FOR CURRENT YEAR</b>
Laba bersih yang dapat diatribusikan ke:				Net income attributable to:
Pemilik entitas induk		279.970.726.956	383.263.999.158	The owners of parent entity
Kepentingan non-pengendali		3.791.489.713	2.381.839.111	Non-controlling interest
		<b>283.762.216.669</b>	<b>385.645.838.269</b>	
Laba komprehensif yang dapat diatribusikan kepada Pemilik Entitas Induk		263.161.909.262	311.491.671.020	Comprehensive income attributable to The owners of parent entity
Kepentingan non-pengendali		3.791.489.713	2.381.839.111	Non-controlling interest
		<b>267.267.166.714</b>	<b>313.873.509.986</b>	
<b>LABA BERSIH PER SAHAM DASAR</b>	38	<b>89.862</b>	<b>123.153</b>	<b>BASIC EARNINGS PER SHARE</b>

\*) Disajikan kembali (Catatan 46 )

\*) As restated (Note 46 )

Lihat catatan atas laporan keuangan konsolidasian yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian

See accompanying notes to consolidated financial statements which are an integral part of the consolidated financial statements.

PT PELABUHAN INDONESIA IV (PERSERO) DAN ENTITAS ANAK  
LAPORAN PERUBAHAN EKUITAS KONSOLIDASIAN  
UNTUK TAHUN YANG BERAKHIR 31 DESEMBER 2020  
(Disajikan dalam Rupiah)

The original consolidated financial statements included herein are in Indonesian language.  
PT PELABUHAN INDONESIA IV (PERSERO) AND ITS SUBSIDIARIES  
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY  
FOR THE YEAR ENDED DECEMBER 31, 2020  
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		Ekuitas yang Dapat Diatribusikan kepada Entitas Induk/ Equity Attributable to Owner of The Parent Entity								
Catatan/ Notes	Modal saham yang ditempatkan dan diotor peruntuk/ Issued and fully paid-in shares capital	Tambahan modal diotor/ Modal lainnya/ Other paid-in capital	Saldo laba/Retained earnings/ Telah ditentukan penggunaannya/ Appropriated	Belum ditentukan penggunaannya/ Unappropriated	Komponen ekuitas lainnya/ Other equity components	Jumlah/ Total	Kepentingan Non- pengendali/ Non-controlling Interests	Jumlah/ Total		
	Saldo per 1 Januari 2019	3.112.085.000.000	1.466.121.492	2.485.378.638.511	264.412.601.240 (119.413.110.618)	105.840.180.583 (100.680.305.797)	5.969.182.541.826 (220.093.416.415)	13.081.789.567 16.947.838.762	5.982.264.331.393 (203.145.577.653)	Balance as of January 1, 2019 before restatement Adjustment
46	Penyesuaian Saldo per 1 Januari 2019 setelah penyesuaian*) Laba bersih tahun berjalan Keuntungan aktuaria Penjualan nilai aset keuangan Penetapan dividen Peningkatan cadangan	-	-	-	144.999.490.622 383.263.999.158 (71.645.402.258)	5.159.874.786 -	5.749.089.125.411 383.263.999.158 (71.645.402.258) (126.926.025) (130.453.258.000)	30.029.628.329 2.381.839.111 -	5.779.118.753.740 385.645.838.269 (71.645.402.258) (126.926.025) (130.453.258.000)	Balance as of January 1, 2019 after restatement Net income for current year Actuarial gains Recovery value of financial assets Dividends declared Reserve increased
	Saldo per 31 Desember 2019 sebelum penyesuaian Penyesuaian dan implementasi standar baru Saldo per 31 Desember 2019 setelah penyesuaian dan implementasi standar baru	3.112.085.000.000	1.466.121.492	2.681.058.523.886	130.484.944.147 (7.075.188.988)	5.032.948.761 (5.032.948.761)	5.930.127.538.286 (12.108.137.729)	32.411.467.440 -	5.962.539.005.726 (12.108.137.729)	Balance as of December 31, 2019 before restatement Adjustment and implementation new accounting standard Balance as of December 31, 2019 after adjustment and implementation new accounting standard
	Laba bersih tahun berjalan Keuntungan aktuaria Penetapan dividen Peningkatan cadangan	-	-	-	279.970.726.956 (16.495.049.955) (83.958.445.763) (354.828.886.676)	-	279.970.726.956 (16.495.049.955) (83.958.445.763)	3.791.489.713 -	283.762.216.669 (16.495.049.955) (83.958.445.763)	Net income for current year Actuarial losses Dividends declared Reserve increased
	Saldo per 31 Desember 2020	3.112.085.000.000	1.466.121.492	3.035.887.410.562	(51.901.900.259)	-	6.097.536.631.795	36.202.957.153	6.133.739.588.948	Balance as of December 31, 2020

\*) Disajikan kembali (Catatan 46)

\*) As restated (Note 46)

Lihat catatan atas laporan keuangan konsolidasian yang merupakan bagian  
yang tidak terpisahkan dari laporan keuangan konsolidasian.

See accompanying notes to consolidated financial statements which  
are in integral part of the consolidated financial statements.

The original consolidated financial statements included herein are in Indonesian language.

**PT PELABUHAN INDONESIA IV (PERSERO) DAN ENTITAS ANAK  
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**PT PELABUHAN INDONESIA IV (PERSERO) AND ITS SUBSIDIARIES  
CONSOLIDATED STATEMENTS OF CASH FLOWS  
FOR THE YEAR ENDED DECEMBER 31, 2020  
(Expressed in Rupiah)**

	<u>2020</u>	<u>2019</u>	
<b>ARUS KAS DARI AKTIVITAS OPERAS</b>			<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>
Penerimaan dari:			Receipt from:
Pelanggan	3.615.704.789.240	3.793.698.624.769	Customer
Pembayaran kas kepada:			Cash payment to:
Pemasok dan pihak ketiga lainnya	(2.298.311.242.445)	(2.225.130.848.306)	Suppliers and other thirs parties
Direksi dan karyawan	(569.438.603.154)	(528.775.860.744)	Directors and employees
<b>Jumlah dari Hasil Operasional</b>	<u>747.954.943.641</u>	<u>1.039.791.915.719</u>	<b>Cash Generated from Operating Activities</b>
Penerimaan bunga	18.016.482.945	65.345.342.380	Interest received
Penerimaan lainnya	102.504.133.552	63.511.008.409	Other receipts
Pembayaran bunga	(319.572.617.933)	(276.438.574.499)	Interest expenses
Pembayaran pajak	(114.548.598.738)	(643.379.155.250)	Tax payment
<b>Arus Kas Bersih Diperoleh dari Aktivitas Operas</b>	<u>434.354.343.467</u>	<u>248.830.536.759</u>	<b>Net Cash Flows Provided by Operating Activities</b>
<b>ARUS KAS DARI AKTIVITAS INVESTASI</b>			<b>CASH FLOWS FROM INVESTMENT ACTIVITIES</b>
Penerimaan deviden anak perusahaan	7.088.413.319	4.005.281.868	Dividend receipt of subsidiaries
Pembelian aset tetap	(1.550.234.085.118)	(1.502.301.651.449)	Acquisition of fixed asset
<b>Arus Kas Bersih Digunakan untuk Aktivitas Investas</b>	<u>(1.543.145.671.799)</u>	<u>(1.498.296.369.581)</u>	<b>Net Cash Flows Used in Investment Activities</b>
<b>ARUS KAS DARI AKTIVITAS PENDANAAN</b>			<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>
Penerimaan dari:			Received:
Pinjaman bank	2.407.975.999.936	-	Bank loan
Pembayaran:			Payments
Pembayaran pinjaman	(1.025.454.393.852)	(19.593.168.340)	Bank loan - principal
Pembayaran dividen	(83.958.445.763)	(137.196.638.642)	Devidend payment
<b>Arus Kas Bersih Diperoleh dari (Digunakan untuk Aktivitas Pendanaan</b>	<u>1.298.563.160.321</u>	<u>(156.789.806.982)</u>	<b>Net Cash Flows Provided by (Used in) Financing Activities</b>
Perubahan selisih kurs atas kas dan setara kas	13.069.332.181	(4.652.653.176)	Differences in foreign on cash and cash equivalents
<b>PENURUNAN BERSIH KAS DAN SETARA KAS</b>	<u>202.841.164.170</u>	<u>(1.410.908.292.980)</u>	<b>NET DECREASE IN CASH AND CASH EQUIVALENTS</b>
<b>KAS DAN SETARA KAS - SALDO AWAL</b>	<u>495.527.498.911</u>	<u>1.906.435.791.891</u>	<b>CASH AND CASH EQUIVALENTS - BEGINNING BALANCE</b>
<b>KAS DAN SETARA KAS - SALDO AKHIR</b>	<u><u>698.368.663.081</u></u>	<u><u>495.527.498.911</u></u>	<b>CASH AND CASH EQUIVALENTS - ENDING BALANCE</b>

Lihat catatan atas laporan keuangan konsolidasi yang merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasi

See accompanying notes to consolidated financial statements which are an integral part of the consolidated financial statements.

**PT PELABUHAN INDONESIA IV (PERSERO)  
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**1. UMUM**

**1.1. Pendirian Perseroan**

PT Pelabuhan Indonesia IV (Persero) disebut ("Perseroan") didirikan berdasarkan Peraturan Pemerintah Indonesia (PP) No. 59, tanggal 19 Oktober 1991, tentang Pengalihan Bentuk Perseroan Umum (Perum) Pelabuhan IV menjadi Perseroan Terbatas (Persero) yang Anggaran Dasarnya diaktakan dengan Akta No.7, tanggal 1 Desember 1992 oleh Notaris Imas Fatimah, SH, Notaris di Jakarta.

Anggaran Dasar Perseroan telah diubah seluruhnya untuk disesuaikan dengan Undang-undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan telah diumumkan dalam Berita Negara Republik Indonesia tanggal 6 Januari 2009, No. 2, Tambahan No. 440.

Anggaran Dasar Perseroan telah mengalami beberapa kali perubahan. Perubahan Anggaran Dasar terakhir telah dimuat dalam Akta No. 10 tanggal 22 Agustus 2019, dihadapan Notaris Nanda Fauz Iwan, SH., M.Kn., Notaris di Jakarta, yang telah mendapatkan persetujuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia tanggal 6 September 2019, Nomor AHU-0162943.AH.01.11.Tahun 2019.

**1.2. Maksud dan Tujuan**

Maksud dan tujuan Perseroan adalah melakukan usaha di bidang penyelenggaraan dan pengusahaan jasa kepelabuhanan, serta optimalisasi pemanfaatan sumber daya yang dimiliki Perseroan untuk menghasilkan barang dan/atau jasa yang bermutu tinggi dan berdaya saing kuat untuk mendapatkan/mengejar laba guna meningkatkan nilai Perseroan dengan menerapkan prinsip-prinsip korporasi yang sehat.

Selain lingkup usaha tersebut diatas, Perseroan dapat pula mendirikan dan menjalankan usaha lain yang memiliki hubungan dengan usaha kepelabuhanan.

**1.3. Tempat dan Kedudukan**

Dalam menjalankan usahanya Perseroan berkedudukan dan berkantor pusat di Jalan Soekarno No. 1, Makassar, Sulawesi Selatan.

**1. GENERAL**

**1.1. The Company's Establishment**

*PT Pelabuhan Indonesia IV (Persero) (referred to as "Company") was established based on Government of Indonesia Regulation (PP) No. 59 dated October 19, 1991 concerning the transforming to legal form of Public Company (Perum) Pelabuhan IV into a Limited Company (Persero), the Articles of Association was notarized through Notarial Deed No. 7, dated December 1, 1992 by Notary Imas Fatimah, SH, Notary in Jakarta.*

*The Articles of Association has been amended to conform in its entirety to Law No. 40 Year 2007 on Limited Liability Company and was published in the State Gazette of the Republic of Indonesia dated January 6, 2009 in, No. 2, Supplement No. 440.*

*The Articles of Association has been amended several times and the last amendment has been stated in Deed No. 10 dated August 22, 2019, of Fauz Nanda Iwan, SH., M.Kn., Notary in Jakarta, which has been approved by the Ministry of Justice and Human Rights of the Republic of Indonesia, dated September 6, 2019 in, No. AHU-0162943.AH.01.11.Year 2019.*

**1.2. Purposes and Objectives**

*The purpose and objectives of the Company is to engage in the implementation and utilization of seaport services, as well as optimizing the utilization of the Company's resources to produce a high quality and strong competitive goods and/or services to generate profit to increase the value of the Company by implementing sound corporate principles.*

*Other than the above-mentioned scope of activities, the Company may establish and manage other businesses related to port business.*

**1.3. Place and Domicile**

*In carrying out its business, the headquarter of the Company is located at Jl. Soekarno No. 1, Makassar, in South of Sulawesi Province.*



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**1. UMUM (Lanjutan)**

**1.4. Penawaran Umum Obligasi**

Pada tanggal 28 Juni 2018 Perseroan telah memperoleh Surat Efektif Pernyataan Pendaftaran No. S.85/D.04/2018 tanggal 28 Juni 2018 dari Otoritas Jasa Keuangan untuk Penawaran Perdana Obligasi I Pelabuhan Indonesia IV Tahun 2018 dengan jumlah pokok sebesar Rp 3.000.000.000.000. Obligasi tersebut telah dicatatkan pada Bursa Efek Indonesia tanggal 4 Juli 2018. Sesuai Pengumuman Pencatatan Obligasi I Pelabuhan Indonesia IV Tahun 2018 No. S-03826/BEI.PP2/07-2018 tanggal 5 Juli 2018.

Obligasi yang diterbitkan perseroan pada 4 Juli 2018 sebagai berikut:

Obligasi I Pelabuhan Indonesia IV Tahun 2018:

	<u>Nominal</u>	<u>Bunga per tahun/ Interest per annum</u>	<u>Jangka waktu/ Periods</u>	<u>Periode bunga/ Interest Periods</u>	
Seri A	380.000.000.000	8,00%	5 tahun/ years	Setiap 3 bulan/ every three months	Series A
Seri B	1.820.000.000.000	9,15%	7 tahun/ years	Setiap 3 bulan/ every three months	Series B
Seri C	800.000.000.000	9,35%	10 tahun/ years	Setiap 3 bulan/ every three months	Series C
<b>Jumlah</b>	<b><u>3.000.000.000.000</u></b>				<b>Total</b>

**1.5. Dewan Komisaris dan Perangkat Kerjanya, Direksi, dan Karyawan**

Susunan Dewan Komisaris dan Direksi Perseroan sebagai berikut:

**Dewan Komisaris**

Susunan Dewan Komisaris untuk tahun yang berakhir tanggal 31 Desember 2020 dan 2019 berdasarkan Keputusan Menteri BUMN No. SK-91/MBU.03/2020, tanggal 23 Maret 2020, dan berdasarkan Keputusan Dewan Komisaris PT Pelabuhan Indonesia IV (Persero) No. KEP-04/KPI.IV/2019, tanggal 10 Juni 2019, adalah sebagai berikut:

**1. GENERAL (Continued)**

**1.4. Public Offering of Bonds**

On June 28, 2018, the Company obtained the Effective Registration Statement No. S.85/D.04/2018 dated June 28, 2018 of the Financial Services Authority for Prime Bidding Obligasi I of Pelabuhan Indonesia IV year 2018 with total principal amount of Rp 3,000,000,000,000. The bonds have been listed on the Indonesia Stock Exchange dated July 5, 2018. Based on the Announcement of Obligasi I Pelabuhan Indonesia IV Year 2018 No. S-03826/ BEI.PP2/07-2018 dated July 5, 2018.

Bonds issued by the Company in July 4, 2018 are as follows:

Obligasi I Pelabuhan Indonesia IV Year 2018:

**1.5. Board of Commissioners and Working Devices, Directors and Employee**

The Board of Commissioners (BOCs) and Directors of the Company are as follows:

**Board of Commissioners**

The composition of the Board of Commissioners for the years ended December 31, 2020 and 2019 based on the Decree of the Minister of BUMN No. SK-91/ MBU.03 2020, dated March 23, 2020 and Decision of the Board of Commissioners of PT Pelabuhan Indonesia IV (Persero) No. KEP-04/KPI.IV/2019, dated June 10, 2019, as follows:

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**1. UMUM (Lanjutan)**

**1.5. Dewan Komisaris dan Perangkat Kerjanya,  
Direksi, dan Karyawan (Lanjutan)**

**Dewan Komisaris (Lanjutan)**

	31 Desember/ December 31, 2020
Komisaris Utama	: Fachry Ali
Komisaris Independen	: Syamsu Alam Neil Iskandar Daulay Eris Herryanto
Komisaris	: Abdulhamid Dipopramono Heri Purnomo
Sekretaris Dewan Komisaris	: Annas Abdillah Marta

**Direksi**

Susunan Direksi untuk tahun yang berakhir tanggal 31 Desember 2020 dan 2019 berdasarkan Keputusan Menteri BUMN No. SK-210/MBU/06/2020, tanggal 18 Juni 2020 dan Keputusan Menteri BUMN No. SK-245/MBU/09/2018, tanggal 19 September 2018 sebagai berikut:

	31 Desember/ December 31, 2020
Direktur Utama	: Prasetyadi
Direktur Sumber Daya Manusia dan Umum	: Muhammad Asyhari
Direktur Operasi dan Komersial	: Muhammad Adji
Direktur Keuangan	: Choirul Anwar
Direktur Fasilitas dan Peralatan Pelabuhan	: -
Direktur Teknik	: Prakosa Hadi Takariyanto
Direktur Transformasi dan Pengembangan bisnis	: I Made Herdianta
Sekretaris Perusahaan	: Dwi Rahmad Toto

**Komite Audit**

Susunan Komite Audit untuk tahun yang berakhir tanggal 31 Desember 2020 dan 2019 berdasarkan Keputusan Dewan Komisaris No. KEP-01/KPI.IV/2019 tanggal 20 Maret 2019, sebagai berikut:

Ketua/ Anggota	Syamsu Alam
Anggota	Djam'an
Anggota	Hamid Habbe

**1. GENERAL (Continued)**

**1.5. Board of Commissioners and Working  
Devices, Directors and Employee  
(Continued)**

**Board of Commissioners (Continued)**

	31 Desember/ December 31, 2019	
Agus Purwoto		<i>President Commissioner</i>
Syamsu Alam		<i>Independent Commissioners</i>
Neil Iskandar Daulay Suratto Siswodihardjo		
Wihana Kirana Jaya		<i>Commissioners</i>
Heri Purnomo		
Annas Abdillah Marta		<i>Board of Commissioners Secretary</i>

**Directors**

The composition of the Board of Directors for the years ended December 31, 2020 and 2019 based on Decree of BUMN Minister No. 210/MBU/06/2020, dated June 18, 2020, and Decree of the Minister of BUMN No. SK-245/MBU/09/2018, dated September 19, 2018 as follows:

	31 Desember/ December 31, 2019	
Farid Padang		<i>President Director</i>
Muhammad Asyhari		<i>Human Resources and General Affair Director</i>
Riman Sulaiman Duyo		<i>Operation and Commercial Director</i>
Yon Irawan		<i>Finance Director</i>
Prakosa Hadi Takariyanto		<i>Port Facilities and Equipment Director</i>
-		<i>Technical Director</i>
-		<i>Transformation and Business Development Director</i>
I Made Herdianta		<i>Corporate Secretary</i>

**Audit Committee**

The composition of the audit committee for the years ended December 31, 2020 and 2019 based on the Decision of the Board of Commissioners No. KEP-01/KPI.IV/ 2019, dated March 20, 2019, as follows:

Chairman/ Member
Member
Member

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**1. UMUM (Lanjutan)**

**1.5. Dewan Komisaris dan Perangkat Kerjanya,  
Direksi, dan Karyawan (Lanjutan)**

**Komite Risiko**

Susunan Komite Risiko untuk tahun yang berakhir tanggal 31 Desember 2020 dan 2019 berdasarkan Keputusan Dewan Komisaris No. KEP-06/KPI.IV/2018, tanggal 29 Januari 2018, sebagai berikut:

Ketua	Prof. Wihana Kirana Jaya
Anggota	Syamsurizal

**Komite Nominasi dan Remunerasi**

Susunan Komite Nominasi dan Remunerasi untuk tahun yang berakhir tanggal 31 Desember 2020 dan 2019 berdasarkan Keputusan Dewan Komisaris No. KEP-02/KPI.IV/2019, tanggal 20 Maret 2019, sebagai berikut:

Ketua	Neil Iskandar Daulay
Anggota	Sarwin Prodjosuwirjo
Anggota	Basri Alam

Jumlah karyawan Perseroan dan entitas anak ("Grup") untuk tahun-tahun yang berakhir 31 Desember 2020 dan 2019 masing masing sejumlah 1.484 dan 1.581.

**1.6. Unit Usaha yang Dimiliki**

Perseroan dalam menjalankan kegiatan operasinya memiliki unit-unit usaha yang terdiri dari:

	<u>Jumlah/ Amounts</u>
Kantor Pusat	1
Kantor Cabang Utama	2
Kantor Cabang Madya	1
Kantor Cabang Kelas I	7
Kantor Cabang Kelas II	6
Kantor Cabang Kelas III	5
Kantor Cabang Kelas IV	4
Unit Pelayanan Kepelabuhanan (UPK)	1
Strategis Bisnis Unit	5
Jumlah	<u>32</u>

**1. GENERAL (Continued)**

**1.5. Board of Commissioners and Working  
Devices, Directors and Employee  
(Continued)**

**Risk Committee**

The composition of the risk committee for the years ended December 31, 2020 and 2019 based on the Decision of the Board of Commissioners No. KEP-06/KPI.IV/2018, dated January 29, 2018, as follows:

Chairman	Prof. Wihana Kirana Jaya
Member	Syamsurizal

**Nomination and Remuneration Committee**

The composition of the Nomination and Remuneration committee for the years ended December 31, 2020 and 2019 based on Board of Commissioners' Decree No. KEP-02/KPI.IV/2019 dated March 20, 2019, as follows:

Chairman	Neil Iskandar Daulay
Member	Sarwin Prodjosuwirjo
Member	Basri Alam

The Company and its subsidiaries ("the Group") total number of employees for the years ended December 31, 2020 and 2019 was 1,484 and 1,581, respectively.

**1.6. Owned Business Unit**

The Company in carrying out its operations has business units consisting of:

Head Office
Main Branch Office
Middle Branch Office
Branch Office 1 <sup>st</sup> class
Branch Office 2 <sup>nd</sup> class
Branch Office 3 <sup>rd</sup> class
Branch Office 4 <sup>th</sup> class
Port Services Unit (so called UPK)
Strategic Business Unit
Total

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**1. UMUM (Lanjutan)**

**1.6. Unit Usaha yang Dimiliki (Lanjutan)**

Catatan:

- **Kantor Pusat** terdiri dari 5 (lima) Direktorat, 4 (empat) Biro, Satuan Pengawasan Intern dan Sekretaris Perseroan.
- **Cabang Kelas Utama:** Makassar, Terminal Petikemas Makassar, Cabang Kelas Madya: Terminal Petikemas Makassar New Port, **Cabang Kelas Satu:** Balikpapan, Samarinda, Bitung, Ambon, dan Sorong, Jayapura dan Terminal Petikemas Bitung, **Cabang Kelas Dua:** Tarakan, Ternate, Pantoloan, Kendari dan Bontang, **Cabang Kelas Tiga:** Manokwari, Biak, Nunukan, Tanjung Redep, dan Merauke dan **Cabang Kelas Empat:** Gorontalo, Tolitoli, Fak-Fak, Manado.
- **UPK (Unit Penghasil Kas):** UPK Sangata.
- **SBU (Strategic Business Unit):** Marine Service, Properti Non Kepelabuhanan, Intan Curah Perkasa, Intan Pesona Pariwisata dan Terminal Petikemas Indonesia Timur.

**1.7. Entitas Anak dan Entitas Asosiasi**

**Entitas Anak**

Perseroan memiliki secara langsung, 50% saham atau lebih pada entitas anak berikut:

Entitas anak/ Subsidiaries	Lokasi/ Domicile	Kegiatan usaha/ Main business activities	% Kepemilikan/ Ownership percent		Tahun operasi komersial/ Start of commercial operation	Jumlah Aset sebelum eliminasi/ Total assets before elimination	
			2020	2019		2020	2019
PT Kaltim Kariangau Terminal	Balikpapan, Kalimantan Timur/ East Kalimantan	Terminal peti kemas/ Container terminal	50,00%	50,00%	2012	189.516.236.146	196.864.664.652
PT Equiport Inti Indonesia	Makassar, Sulawesi Selatan/ South Sulawesi	Jasa pemeliharaan/ Maintenance services	99,29%	99,29%	2012	89.391.524.084	150.327.282.504
PT Nusantara Terminal Services	Makassar, Sulawesi Selatan/ South Sulawesi	Bongkar muat/ Loading unloading	99,16%	99,16%	2013	76.934.614.816	57.955.494.683
PT Intan Sejahtera Utama*)	Makassar, Sulawesi Selatan/ South Sulawesi	Penyediaan jasa ketenagakerjaan / Employment services provider	98,76%	98,76%	2019	22.759.823.619	19.966.146.289

\*) Kepemilikan tidak langsung/Indirect ownership

**1. GENERAL (Continued)**

**1.6. Owned Business Unit (Continued)**

Noted:

- **The Head Office**, comprises of five (5) Directorate, four (4) Bureaus, Internal Control Unit, and Corporate Secretary.
- **Main Branch:** Makassar, Terminal Petikemas Makassar, **Middle Branch:** Terminal Petikemas Makassar New Port, **1st Class Branch:** Balikpapan, Samarinda, Bitung, Ambon, and Sorong, Jayapura and Terminal Petikemas Bitung, **2nd Class Branch:** Tarakan, Ternate, Pantoloan, Kendari, Parepare and Bontang, **3rd Class Branch:** Manokwari, Biak, Nunukan Tanjung Redep and Merauke, dan **4th Class Branch:** Gorontalo, Tolitoli, Fak-Fak, and Manado.
- **UPK (Cash Generating Unit):** UPK Sangata.
- **SBU (Strategic Business Unit):** Marine Service, Non Port Property, Intan Curah Perkasa, Intan Pesona Pariwisata and Terminal Petikemas Indonesia Timur.

**1.7. Subsidiaries and Associated Entities**

**Subsidiaries**

The Company has ownership interest of 50% or more directly, in the following subsidiaries:

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**1. UMUM (Lanjutan)**

**1.7. Entitas Anak dan Entitas Asosiasi (Lanjutan)**

**Entitas Anak (Lanjutan)**

**PT Kaltim Kariangau Terminal (KKT)**

Pada tanggal 24 Maret 2009, berdasarkan Perjanjian Pendirian Usaha Patungan antara Perseroan dan Pemerintah Daerah Provinsi Kalimantan Timur (Pemda Kaltim) yang dituangkan dalam Akta Notaris No. 22, Hasanuddin, S.H., M.Hum., M.Kn, notaris di Samarinda pada tanggal 8 Februari 2012, Perseroan dan Pemda Kaltim mendirikan KKT. Akta ini disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. AHU-15483.AH.01.01 Tahun 2012 tanggal 26 Maret 2012.

Berdasarkan Akta Notaris No. 02 tanggal 6 Agustus 2020 dari Lili Aryati SH., M.Kn., notaris di Balikpapan, Perseroan dan Pemda Kaltim membatalkan hasil keputusan Rapat Umum Pemegang Saham khusus terkait dengan konversi liabilitas sebagai penyertaan di Perseroan tahun 2014 sampai dengan 2018 yang bersumber dari Imbal Jasa Pemanfaatan Fasilitas Perseroan, dan dibukukan sebagai utang KKT pada Perseroan dan konversi liabilitas ini belum didaftarkan dalam perubahan anggaran dasar sebelumnya.

**PT Equiport Inti Indonesia (EII)**

Berdasarkan Akta Notaris No. 69 tanggal 16 Januari 2012 dari Yenny Himawan, S.H.M.Kn, notaris di Makassar, Perseroan dan PT Kuda Inti Samudera mendirikan EII. Akta ini disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. AHU-11047.AH.01.01 Tahun 2012 tanggal 29 Februari 2012. Pada tanggal 29 November 2019 berdasarkan Akta Notaris 1, Yonita S.H., M.Kn., notaris di Makassar menyebutkan diantaranya bahwa terdapat perubahan komposisi pemegang saham EII, dimana Perseroan memiliki 99,29% sedang sisanya dimiliki Koperasi Karyawan Perseroan.

**1. GENERAL (Continued)**

**1.7. Subsidiaries and Associated Entities  
(Continued)**

**Subsidiaries (Continued)**

**PT Kaltim Kariangau Terminal (KKT)**

On March 24, 2009, based on Joint Venture Establishment between the Company and East Kalimantan Provincial Government (Pemda Kaltim) as set forth in Notarial Deed No. 22 dated February 8, 2012 of Hasanuddin, S.H., M.Hum., Mkn, notary in Samarinda, the Company and Pemda Kaltim established KKT. The deed was approved by Minister of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU-15483.AH.01.01 Tahun 2012, dated March 26, 2012.

Based on Notarial Deed No. 02 dated August 6, 2020 of Lili Aryati SH., M.Kn., notary in Balikpapan, the Company and Pemda Kaltim was to cancel the decision of the General Meeting of Shareholders related to the conversion of loan as the Company's interest in 2014 to 2018 that arose from the Facility Utilization Services of the Company, and accrued as KKT's debt to the Company. Previously, this conversion of loan was not yet reported for amendment of KKTs' article association.

**PT Equiport Inti Indonesia (EII)**

Based on Notarial Deed No. 69 dated January 16, 2012 of Yenny Himawan, S.H.Mkn, notary in Makassar, the Company and PT Kuda Inti Samudera established EII. The deed was approved by Minister of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU-11047.AH.01.01 Tahun 2012, dated February 29, 2012. On November 29, 2019, based on Notarial Deed No. 1 of Yonita S.H., M.Kn., notary in Makassar, stated among others changes in EII' shareholder composition. The Company's percentage ownership become 99.29% and the rest is owned by the Koperasi Karyawan of the Company.



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**1. UMUM (Lanjutan)**

**1.7. Entitas Anak dan Entitas Asosiasi (Lanjutan)**

**Entitas Anak (Lanjutan)**

**PT Nusantara Terminal Services (NTS)**

Berdasarkan Akta Notaris No. 3 tanggal 11 Oktober 2013 dari Nanda Fauz Iwan, S.H., M.Kn, notaris di Jakarta Perseroan dan Koperasi Karyawan perusahaan mendirikan NTS. Akta ini disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. AHU-506034.AH.01.01 Tahun 2013 tanggal 4 Nopember 2013.

Pada Juni 2019, Perseroan melakukan penambahan setoran modal saham di NTS sebesar Rp 10.750.000.000 sehingga kepemilikan Perseroan di NTS menjadi 99,16%.

**PT Intan Sejahtera Utama (ISU)**

Berdasarkan Akta Notaris No. 9 tanggal 29 November 2018, dari Nanda Fauz Iwan, S.H.,M.Kn, notaris di Jakarta, NTS dan EII mendirikan ISU. Akta ini disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. AHU-0057261.AH.01.01 Tahun 2018 tanggal 30 November 2018. Pada tanggal 16 April 2020 berdasarkan Akta Notaris 06, Yonita S.H., M.Kn., EII melepas kepemilikannya ke NTS sebesar 99,2%, sehingga komposisi kepemilikan saham di ISU terakhir menjadi 99,6% untuk NTS dan 0,4% untuk EII.

**Entitas Asosiasi**

**PT Terminal Petikemas Indonesia (TPI)**

Berdasarkan Akta Notaris No. 36 tanggal 10 April 2013, dari Nur Muhammad Dipo Nusantara Pua Upa, S.H., M.Kn, Perseroan berama sama dengan PT Pelabuhan Indonesia I, II dan III mendirikan TPI. Akta ini disahkan oleh Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. AHU-21873.AH.01.01 Tahun 2013 tanggal 24 April 2013.

**1. GENERAL (Continued)**

**1.7. Subsidiaries and Associated Entities  
(Continued)**

**Subsidiaries (Continued)**

**PT Nusantara Terminal Services (NTS)**

Based on Notarial Deed No. 3 dated October 11, 2013 of Nanda Fauz Iwan, S.H., M.kn, notary in Jakarta, the Company and Koperasi Karyawan of the Company established NTS. The deed was approved by Minister of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU-506034.AH.01.01 tahun 2013, dated November 4, 2013.

On June 2019, the Company increased its capital contribution to NTS amounted to Rp 10,750,000,000, and the ownership of the Company in NTS became 99.16%.

**PT Intan Sejahtera Utama (ISU)**

Based on Notarial Deed No. 9 dated November 29, 2018 of Nanda Fauz, S.H.,Mkn, notary in Jakarta, the NTS and EII established ISU. The deed was approved by Minister of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU-0057261. AH.01.01 Tahun 2018, dated November 30, 2018. On April 16, 2020, based on Notarial Deed No. 06 by Notarial of Yonita S.H., M.Kn., EII transferred its share to NTS amounted to 99.2%, and the last composition of ISU' shareholder become 99.6% of NTS and 0.4% of EII.

**Associated Entities**

**PT Terminal Petikemas Indonesia (TPI)**

Based on Notarial Deed No. 36 dated April 10, 2013 of Nur Muhammad Dipo Nusantara Pua Upa, S.H., M.Kn., the Company with PT Pelabuhan Indonesia I, II and III established TPI. The deed was approved by Minister of Law and Human Rights of the Republic of Indonesia in his Decision Letter No. AHU-21873.AH.01.01 Tahun 2013, dated April 24, 2013.

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**1. UMUM (Lanjutan)**

**1.7. Entitas Anak dan Entitas Asosiasi (Lanjutan)**

**Entitas Asosiasi (Lanjutan)**

**PT Terminal Petikemas Indonesia (TPI)  
(Lanjutan)**

Dalam Surat Menteri BUMN No. S-271/MBU/2013, tanggal 18 April 2013, menyetujui perubahan modal dasar perusahaan ini yang semula telah disetujui sebesar Rp 1.000.000.000.000 (satu trilyun rupiah) menjadi Rp 500.000.000.000 (lima ratus miliar rupiah) dan modal disetor yang semula disetujui sebesar Rp 300.000.000.000 (tiga ratus miliar rupiah) menjadi Rp 150.000.000.000 (seratus lima puluh miliar rupiah) dengan prosentase kepemilikan masing-masing sebesar 25% atau sebesar Rp 37.500.000.000.

Saat ini, TPI belum melakukan kegiatan operasi komersial.

**2. KETENTUAN KEPELABUHANAN**

Pengusahaan pelabuhan di Indonesia pada umumnya dan yang dikelola oleh Perseroan pada khususnya tunduk pada Undang-undang Republik Indonesia No. 17 Tahun 2008, tentang Pelayaran dan Peraturan Pemerintah Republik Indonesia No. 61 Tahun 2009, tentang Kepelabuhanan, serta ketentuan-ketentuan yang ditetapkan oleh Menteri Perhubungan. Beberapa peraturan penting yang berkaitan dengan Perseroan, berkenaan dengan tarif jasa pelabuhan sebagai berikut:

- a. Peraturan Menteri Perhubungan (Permenhub) No. PM 72 Tahun 2017, tanggal 11 Agustus 2017, tentang Jenis, Struktur, Golongan dan Mekanisme Penetapan Tarif Jasa Kepelabuhanan, sebagaimana diubah dengan Permenhub No. PM 121 Tahun 2018 tanggal 28 Desember 2018.
- b. Peraturan Pemerintah Republik Indonesia No. 15 Tahun 2016 tentang Jenis dan Tarif atas Jenis Penerimaan Negara Bukan Pajak yang Berlaku pada Kementerian Perhubungan, yang mencabut Peraturan Pemerintah Republik Indonesia No. 11 Tahun 2015.

**1. GENERAL (Continued)**

**1.7. Subsidiaries and Associated Entities  
(Continued)**

**Associated Entities (Continued)**

**PT Terminal Petikemas Indonesia (TPI)  
(Continued)**

In Letter of the Minister of BUMN No. S-271/MBU/2013, dated April 18, 2013, agreeing change in TPI's authorized capital which initially have been agreed to equal to Rp 1,000,000,000,000 (one trillion rupiah) becoming Rp 500,000,000,000 (five hundreds billions rupiah) and paid-in capital which is initially agreed to equal to Rp 300,000,000,000 (three hundred billions rupiah) becoming Rp 150,000,000,000 (one hundred fifty billions rupiah) with ownership of each equal to 25% or equal to Rp 37,500,000,000.

Currently, TPI has not yet started commercial operation.

**2. SEAPORT REGULATION**

The utilization of seaports in Indonesia in general and management of the Company in particular is subject to the Law of the Republic of Indonesia No. 17 year 2008 regarding Shipping and Government Regulation No. 61 Year 2009 regarding The Seaport and their Regulations issued by the Minister of Transportation. Several important regulations relating to the Company, with respect to port service tariffs are as follows:

- a. Regulation of the Minister of Transportation (Permenhub) No. PM 72 Year 2017, dated August 11, 2017, regarding the Type, Structure, Group and Mechanism of Tariff Stipulation of Port Services, which was amended in Permenhub No. PM 121 Year 2018, dated December 28, 2018.
- b. Government Regulation Republic Indonesia No. 15 year 2016 on Types and Tariffs of Non-Tax State Revenues Applicable to the Ministry of Transportation, which revoked Government Regulation Republic Indonesia No. 11 Year 2015.

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**2. KETENTUAN KEPELABUHANAN (Lanjutan)**

Berdasarkan peraturan-peraturan tersebut di atas, Direksi Perseroan menjabarkan dan menetapkan tarif jasa kepelabuhanan yang berlaku untuk daerah perusahaan yang dituangkan dalam Surat Keputusan atau Peraturan Direksi.

**3. PENERAPAN STANDAR AKUNTANSI KEUANGAN (PSAK) BARU DAN REVISI DAN INTERPRETASI STANDAR AKUNTANSI KEUANGAN (ISAK)**

**a. Standar, Amendemen/Penyesuaian dan Interpretasi Standar yang Berlaku Efektif pada Tahun Berjalan:**

Dalam tahun berjalan, Grup telah menerapkan standar baru, sejumlah amendemen dan interpretasi PSAK yang relevan dengan operasinya dan efektif untuk periode akuntan yang dimulai pada 1 Januari 2020.

• PSAK 71, Instrumen Keuangan

Standar ini memberikan persyaratan baru pada klasifikasi dan pengukuran aset dan liabilitas keuangan. Ini juga mencakup model kerugian kredit yang diharapkan yang menggantikan model penurunan nilai yang telah terjadi yang digunakan saat ini dan juga persyaratan baru untuk akuntansi lindung nilai.

Grup telah menerapkan PSAK 71 dan amendemen konsekuensial untuk standar lainnya dengan tanggal penerapan awal 1 Januari 2020 dan Grup tidak menyajikan kembali informasi komparatif (baik efek reklasifikasi maupun penyesuaian), yang tetap dilaporkan berdasarkan PSAK 55 Instrumen Keuangan dan efek penerapan tersebut diakui dalam saldo laba.

- 1) Dampak persyaratan baru untuk:  
Klasifikasi dan pengukuran aset keuangan Grup ditinjau berdasarkan kriteria yang mempertimbangkan arus kas kontraktual dan model bisnis dimana aset tersebut dikelola. Perubahan yang signifikan atas klasifikasi dan pengukuran liabilitas keuangan Grup berkaitan dengan perubahan nilai wajar atas suatu liabilitas yang ditetapkan untuk diukur pada Nilai Wajar Melalui Laba Rugi (FVTPL) dapat diatribusikan oleh perubahan risiko kredit liabilitas tersebut.

**2. SEAPORT REGULATION (Continued)**

Based on the above rules, the Company's Directors elaborates and stipulates the tariff of seaport services to be applied to the business area as stated in the Decree or Regulation of Directors.

**3. ADOPTION OF NEW AND REVISED STATEMENTS OF FINANCIAL ACCOUNTING STANDARDS ("PSAK") AND INTERPRETATIONS OF PSAK ("ISAK")**

**a. Standards, Amendments/Improvements and Interpretation to Standards Effective in the Current year:**

In the current year, the Group has applied new standards, number of amendments, and interpretation to PSAK that are relevant to its operations and effective for accounting period beginning on January 1, 2020.

• PSAK 71, Financial Instruments

This new standard provides new requirements on the classification and measurement of financial assets and liabilities. It also includes an expected credit losses model that replaces the incurred loss impairment model used currently and also new requirements for hedge accounting.

The Group has applied PSAK 71 and the consequential amendments to other standards with an initial application date of January 1, 2020. The Group has not restated the comparative information (both impact of reclassifications and adjustments) that continues to be reported under PSAK 55 Financial Instruments. The effect arising from this application is recognized in retained earnings.

- 1) The effect of new requirements for:  
The classification and measurement of Group's financial assets reviewed based on the criteria that considers the assets' contractual cash flows and the business model in which they are managed. A significant change in the classification and measurement of Group's financial liabilities related to the change in fair value of designated liabilities as at Fair Value Through Profit or Loss (FVTPL) is attributable to changes in the credit risk of that liabilities.

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**3. PENERAPAN STANDAR AKUNTANSI KEUANGAN  
(PSAK) BARU DAN REVISI DAN INTERPRETASI  
STANDAR AKUNTANSI KEUANGAN (ISAK)  
(Lanjutan)**

**a. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar yang Berlaku Efektif  
pada Tahun Berjalan: (Lanjutan)**

- PSAK 71, Instrumen Keuangan (Lanjutan)

- 1) Dampak persyaratan baru untuk:  
(Lanjutan)  
Grup telah menilai kembali klasifikasi  
dan pengukuran aset dan liabilitas  
keuangan yang belum dihentikan  
penggunaannya pada awal penerapan  
sesuai dengan kriteria tersebut pada  
tanggal 1 Januari 2020.

Selanjutnya seluruh aset keuangan yang  
memenuhi standar ini diukur pada biaya  
perolehan diamortisasi atau nilai wajar  
melalui penghasilan komprehensif lain  
atau nilai wajar melalui laba rugi  
(berdasarkan model bisnis Grup dan  
karakteristik arus kas kontraktualnya).  
Sementara itu, selanjutnya seluruh  
liabilitas keuangan diukur pada biaya  
perolehan diamortisasi kecuali  
dinyatakan lain dalam PSAK ini.

Manajemen Grup telah menelaah dan  
menilai asset dan liabilitas keuangan  
konsolidasian berdasarkan fakta dan  
keadaan yang ada pada tanggal  
tersebut dan menyimpulkan dampaknya  
tersebut sebagai berikut:

- a) investasi Grup pada instrumen  
ekuitas tercatat di bursa yang  
sebelumnya diklasifikasikan sebagai  
aset keuangan tersedia dijual  
berdasarkan PSAK 55 telah  
direklasifikasi ke aset keuangan  
pada FVTPL. Perubahan nilai wajar  
instrument ekuitas yang dicatat  
dalam "Penurunan nilai yang belum  
direalisasi atas perubahan nilai wajar  
asset tersedia dijual sebesar  
Rp 6.672.826.980 disesuaikan ke  
saldo laba ditahan.

**3. ADOPTION OF NEW AND REVISED  
STATEMENTS OF FINANCIAL ACCOUNTING  
STANDARDS ("PSAK") AND  
INTERPRETATIONS OF PSAK ("ISAK")  
(Continued)**

**a. Standards, Amendments/Improvements  
and Interpretation to Standards Effective in  
the Current: (Continued)**

- PSAK 71, Financial Instruments  
(Continued)

- 1) The effect of new requirements for:  
(Continued)  
On January 1, 2020, the Group has  
reviewed the classification and  
measurement of Group's financial  
assets and liabilities that have not  
been derecognised at initial  
application based on such criteria.

Subsequently, all financial assets that  
met the criteria of this standard is  
measured in accordance with  
amortised cost, fair value through  
other comprehensive income or fair  
value through profit or loss (based on  
Group's business model and the  
contractual cash flow characteristics).  
Meanwhile, all financial liabilities were  
subsequently measured at amortised  
cost, except certain criteria as  
regulated in this PSAK.

The Group's management has  
reviewed and assessed the Group's  
consolidated financial assets and  
liabilities based on the facts and  
circumstances that existed at that date  
and concluded the impact as follows:

- a) the Group's investment in listed  
equity instrument that were  
previously classified as available-  
for-sale financial assets under  
PSAK 55 was reclassified to  
financial assets at FVTPL. The  
change in fair value of this equity  
instrument which is recorded in  
"Unrealised loss on changes in  
fair value of available for sale  
assets" amounted to  
Rp 6,672,826,980 was adjusted  
to retained earnings.

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**3. PENERAPAN STANDAR AKUNTANSI KEUANGAN  
(PSAK) BARU DAN REVISI DAN INTERPRETASI  
STANDAR AKUNTANSI KEUANGAN (ISAK)  
(Lanjutan)**

**a. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar yang Berlaku Efektif  
pada Tahun Berjalan: (Lanjutan)**

- PSAK 71, Instrumen Keuangan (Lanjutan)
  - 1) Dampak persyaratan baru untuk:  
(Lanjutan)
    - b) semua aset keuangan yang diklasifikasikan sebagai pinjaman yang diberikan dan piutang yang pengukurannya akan dilanjutkan pada biaya perolehan diamortisasi berdasarkan PSAK 55 karena instrument ini dimiliki dalam model bisnis yang bertujuan mendapatkan arus kas kontraktual tersebut semata dari pembayaran pokok dan bunga dari jumlah pokok terutang.
    - c) semua liabilitas keuangan diukur menggunakan basis yang sama dengan PSAK 55 yaitu pada biaya perolehan yang diamortisasi, tidak terdapat yang ditetapkan sebagai FVTPL.
  - 2) Penurunan nilai aset keuangan  
Grup mengakui penyisihan kerugian kredit ekspektasian pada aset keuangan yang diukur berdasarkan biaya perolehan diamortisasi atas piutang usaha dan lain-lain, pada setiap tanggal pelaporan untuk menunjukkan perubahan risiko kredit yang signifikan sejak pengakuan awal aset keuangan. Pada PSAK 55, penurunan nilai diakui bila terdapat bukti objektif atas peristiwa yang merugikan setelah pengakuan awal.

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**a. Standards, Amendments/Improvements  
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the Current: (Continued)**

- PSAK 71, Financial Instruments  
(Continued)
  - 1) The effect of new requirements for:  
(Continued)
    - b) all other financial assets that are classified as loan and receivables will continue to be measured at amortised cost on the same bases as is currently adopted in PSAK 55 as they are held within a business model to collect contractual cashflows and these cash flows consists solely of payments of principal and interest on the principal amount outstanding.
    - c) all other financial liabilities will continue to be measured on the bases as is currently adopted PSAK 55 and they were not designated as FVTPL.
  - 2) Impairment of financial assets  
The Group recognized a loss allowance for expected credit losses on financial assets that are measured at amortised cost on trade and other receivable, at each reporting date to reflect the significant changes in credit risk since initial recognition of the financial assets. In PSAK 55, impairment is recognized when there is an objective evidence that occurred after the initial recognition.



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STANDAR AKUNTANSI KEUANGAN (ISAK)  
(Lanjutan)**

**a. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar yang Berlaku Efektif  
pada Tahun Berjalan: (Lanjutan)**

- PSAK 71, Instrumen Keuangan (Lanjutan)
  
- 2) Penurunan nilai aset keuangan  
(Lanjutan)  
Dalam menentukan resiko kredit yang signifikan, Grup mempertimbangkan perubahan risiko gagal bayar yang terjadi selama umur instrumen keuangan dan informasi bersifat perkiraan masa depan yang wajar dan tersedia. Namun apabila risiko kredit tersebut tidak meningkat secara signifikan sejak pengakuan awal maka Grup mengukur cadang kerugian tersebut pada jumlah yang setara dengan kredit ekspektasian 12 bulan. Grup juga mempertimbangkan pendekatan sederhana untuk pengukuran cadang kerugian untuk piutang usaha dan lain-lain.

Dampak pengukuran cadangan kerugian kredit tersebut, Grup telah mengakui tambahan cadangan kerugian kredit sebesar Rp 11.637.969.565 pada saldo laba 1 Januari 2020 setelah memperhitungkan pajak tangguhan. Tambahan atas cadangan kerugian tersebut berasal dari piutang usaha dan lain-lain.

Ketentuan penurunan nilai juga berlaku untuk kas dan setara kas sesuai dengan PSAK 71, namun dampak dari penurunan nilai atas akun tersebut tidak material.

**3. ADOPTION OF NEW AND REVISED  
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(Continued)**

**a. Standards, Amendments/Improvements  
and Interpretation to Standards Effective in  
the Current: (Continued)**

- PSAK 71, Financial Instruments  
(Continued)
  
- 2) Impairment of financial assets  
(Continued)  
*In determination of the significant changes in credit risk, the Group used the change in the risk of a default occurring over the expected life of financial instrument and reasonable and supportable forward-looking information is available. However, if such credit risk has not increased significantly since initial recognition, the Group measured the loss allowance at an amount equal to 12-months. The Group also consider measuring the allowance using a simplified approach for trade and other accounts receivable.*

*The impact of remeasurement of such credit loss allowance, the Group has recognized additional credit loss allowance as at January 1, 2020 amounted to Rp 11,637,969,565 in retained earning net off deferred taxes. The additional loss arose from trade and other accounts receivable.*

*While cash and cash equivalent are also subject to the impairment requirement of PSAK 71, the identified impairment loss was immaterial.*

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**3. ADOPTION OF NEW AND REVISED STATEMENTS OF FINANCIAL ACCOUNTING STANDARDS ("PSAK") AND INTERPRETATIONS OF PSAK ("ISAK") (Continued)**

**a. Standar, Amendemen/Penyesuaian dan Interpretasi Standar yang Berlaku Efektif pada Tahun Berjalan: (Lanjutan)**

**a. Standards, Amendments/Improvements and Interpretation to Standards Effective in the Current: (Continued)**

- PSAK 71, Instrumen Keuangan (Lanjutan)
- 3) Akuntansi lindung nilai  
 Berdasarkan PSAK 71, tipe transaksi yang memenuhi syarat akuntansi lindung nilai kini menjadi lebih fleksibel dan selaras dengan bagaimana Grup mengelola resiko keuangan bila dibandingkan dengan PSAK 55 sebelumnya. Selain itu, uji efektivitas telah diganti dengan prinsip "hubungan ekonomik serta penilaian retrospektif atas efektivitas lindung nilai juga tidak diperlukan lagi.

- PSAK 71, Financial Instruments (Continued)
- 3) Hedge accounting  
 Based on PSAK 71, the hedge accounting is more flexible and eligible with how the Group manages their financial risks than under PSAK 55. In addition, the effectiveness testing has been replaced with the principal of an "economic relationship" including retrospective assessment of hedge effectiveness is also no longer required.

Pada tanggal penerapan awal, Grup tidak memiliki transaksi yang memenuhi kriteria sebagai transaksi lindung nilai.

At date of initial application, there was no transaction of the Group that met criteria of the hedge accounting.

Pada 1 Januari 2020, sebagai dampak penerapan awal PSAK 71, Grup melakukan penyesuaian atas instrumen keuangan sebagai berikut:

On January 1, 2020, the Group has adjusted certain account as the impact of initial application of PSAK 71, as follows

	Kategori pengukuran/ Measurement category		Nilai tercatat/ Carrying amount			
	Kategori awal PSAK 55/ Original PSAK 55 category	Kategori baru PSAK 71/ New PSAK 71 category	31 Desember 2019/ December 31, 2019	Adopsi PSAK 71/ Adoption of PSAK 71	1 Januari 2020/ January 1, 2020	
Aset keuangan lainnya- lancar	Available for sales	FVTPL	4.100.129.340	-	4.100.129.340	Other financial assets - current
Piutang usaha						Account receivable &
Penyisihan kerugian kredit	Loan & Receivable	Biaya perolehan/ Amortised cost	114.549.667.097	(11637.969.565)	102.911.697.532	Expected credit loss
Piutang lain-lain	Loan & Receivable		74.285.440.297	-	74.285.440.297	
Aset keuangan lainnya- tidak lancar lainnya	Loan & Receivable		2.869.802.366	-	2.869.802.366	Other financial assets - Non current
Laba ditahan			2.868.830.036.387	(6.605.020.804)	2.862.225.015.583	Retained earnings
Komprehensif income lainnya			5.032.948.761	(5.032.948.761)	-	Other comprehensive income

Selain akun diatas, penerapan awal PSAK 71, tidak berdampak pada akun instrumen keuangan lainnya.

Other than account balance above, on initial application of PSAK 71, there was no impact to the remaining account of financial instruments.

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(Lanjutan)**

**a. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar yang Berlaku Efektif  
pada Tahun Berjalan: (Lanjutan)**

- PSAK 72, Pendapatan dari Kontrak dengan Pelanggan

PSAK 72 menggantikan PSAK 23, Pendapatan, PSAK 34, Kontrak Konstruksi, dan beberapa Interpretasi terkait dengan pendapatan. PSAK ini menetapkan model pengakuan pendapatan berbasis control dan memperkenalkan pendekatan 5 langkah dalam pengakuan pendapatan, serta memberikan panduan tambahan dibanyak bidang yang tidak dicakup secara terperinci dalam PSAK yang ada.

Grup telah mengadopsi PSAK 72 secara retrospektif dan mengakui efek kumulatif dari penerapan standar ini sebagai penyesuaian terhadap saldo awal atas saldo laba pada tanggal 1 Januari 2020.

Kebijakan akuntansi Grup yang signifikan telah diungkapkan pada Catatan 4q. Selain memberikan pengungkapan yang lebih luas untuk transaksi pendapatan Grup, penerapan PSAK 72 tidak menimbulkan dampak yang signifikan terhadap posisi keuangan Grup, namun Grup telah menerapkan istilah yang digunakan dalam PSAK 72 untuk mendeskripsikan saldo-saldo yang berdampak tersebut.

- PSAK 73 Sewa

PSAK 73 menggantikan PSAK 30 "Sewa" dan tiga Interpretasi terkait. PSAK ini memperkenalkan perubahan signifikan pada akuntansi sewa dengan menghilangkan perbedaan antara sewa operasi dan pembiayaan. Sewa dicatat dalam laporan posisi keuangan konsolidasian dalam bentuk Aset Hak Guna dan Liabilitas Sewa. Ada dua bantuan penting yang diberikan oleh PSAK 73 untuk aset bernilai rendah dan sewa jangka pendek yang kurang dari 12 bulan. Berbeda dengan akuntansi penyewa, persyaratan akuntansi pesewa secara luas tetap dan tidak berubah. PSAK 73 berlaku sejak periode yang dimulai pada atau setelah 1 Januari 2020.

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**a. Standards, Amendments/Improvements  
and Interpretation to Standards Effective in  
the Current: (Continued)**

- PSAK 72, Revenue from Contract with Customers

PSAK 72 is replacing PSAK 23, Revenue, PSAK 34, Construction Contract, and several revenue-related Interpretation. This PSAK established a control based revenue recognition model and introduces a 5-step approach to revenue recognition including providing additional guidance in many areas not covered in detail under existing PSAKs.

Management has adopted the PSAK 72 retrospectively and recognized the cumulative effect of initially applying this standard as an adjustment to the opening balance of retained earnings on January 1, 2020.

The Group's significant accounting policies for its revenue stream are disclosed in Note 4q. Other than for providing extensive disclosures for the Group's revenue transaction, the application of this standard has not had a significant impact to the financial position and the Group has also adopted the terminology used in PSAK 72 to describe such impacted account balances.

- PSAK 73 Leases

PSAK 73 replaced PSAK 30 "Leases" and three related Interpretations. It introduces significant changes to the lease accounting by removing the distinction between operating and finance lease. In consolidated statement of financial position, leases recorded the form of a Right of Use Asset and a Lease Liability. There are two important reliefs provided by this PSAK for asset of low value and short-term leases of less than 12 months. In contrast to lessee accounting, the requirements for lessor accounting have remained largely unchanged. PSAK 73 is effective from periods beginning on or after January 1, 2020.

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**3. ADOPTION OF NEW AND REVISED STATEMENTS OF FINANCIAL ACCOUNTING STANDARDS ("PSAK") AND INTERPRETATIONS OF PSAK ("ISAK") (Continued)**

**a. Standar, Amendemen/Penyesuaian dan Interpretasi Standar yang Berlaku Efektif pada Tahun Berjalan: (Lanjutan)**

**a. Standards, Amendments/Improvements and Interpretation to Standards Effective in the Current: (Continued)**

• PSAK 73 Sewa (Lanjutan)

• PSAK 73 Leases (Continued)

Grup telah memutuskan untuk menggunakan tindakan praktis untuk tidak melakukan tinjauan penuh atas sewa yang ada dan menerapkan PSAK 73 hanya untuk kontrak baru atau yang dimodifikasi.

The Group has decided to make use of the practical expedient not to perform a full review of existing leases and apply PSAK 73 only to new or modified contracts.

Grup telah memilih untuk tidak menyajikan kembali saldo komparatif, dan menggunakan metode retrospektif modifikasian dengan efek kumulatif dari penerapan pertama kali standar ini diakui sebagai penyesuaian terhadap saldo awal saldo laba.

The Group has also decided not to restate the comparative information and adopted the cumulative effect of initially applying this standard as an adjustment to the opening balance or retained earnings.

Pada tanggal penerapan awal, sewa yang sebelumnya dicatat sebagai sewa operasi dengan sisa masa sewa kurang dari 12 bulan dan atas sewa aset bernilai rendah, Grup memilih untuk tidak mengakui Aset Hak Guna dan Liabilitas Sewa dan tetap mencatat biaya sewa tersebut dengan metode garis lurus selama masa sisa sewa.

At the implementation date, for leases previously accounted for as operating leases with remaining lease term of less than 12 months and for leases of low-value asset, the Group has elected not to recognize Right-of-Use Assets and Lease Liabilities and still accounted the lease expense on a straight-line basis over the remaining lease terms.

Dilain pihak, PSAK ini tidak mengubah secara substantial cara Grup mencatat sewa, namun mengubah dan memperluas cara Grup mengelola resiko yang timbul.

However, these PSAK does not substantially change how the Group' account for leases but has changed and expanded the disclosures that are required to manage the arising risks.

Berikut ini adalah rekonsiliasi item pada akun laporan keuangan dari PSAK 30 ke PSAK 73:

The following is a reconciliation of the consolidated financial statements line items from PSAK 30 to PSAK 73:

Akun	Nilai tercatat per 31 Desember 2019/ Carrying Amount at December 31, 2019	Reklasifikasi/ Reclassification	Pengukuran kembali/ Remeasurement	Nilai tercatat 1 Januari 2020/ carrying amount at January 1, 2020	Account Item
Aset Tetap	-	-	-	-	Property, and Equipment
Aset Guna Usaha	-	-	16.322.974.603	16.322.974.603	Right-of Use Assets
Sewa Pembiayaan	-	-	-	-	Finance Lease
Liabilitas Sewa	-	-	(16.793.142.767)	(16.793.142.767)	Lease Liabilities
Laba ditahan	-	-	(470.168.164)	(470.168.164)	Retained Earnings

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**a. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar yang Berlaku Efektif  
pada Tahun Berjalan: (Lanjutan)**

• PSAK 73 Sewa (Lanjutan)

Transisi ke PSAK 73, kenaikan tingkat pinjaman rata-rata tertimbang yang harus diterapkan untuk liabilitas sewa diakui berdasarkan PSAK 73 adalah 6,5%.

• Konsesi Sewa Terkait Covid-19  
(Amendemen PSAK 73, Sewa)

Amendemen PSAK 73 ini mengusulkan, sebagai cara praktis, bahwa penyewa dapat memilih untuk tidak menilai apakah konsesi sewa terkait Covid-19 merupakan suatu modifikasi sewa. Penyewa yang membuat pilihan ini harus memperhitungkan setiap perubahan dalam pembayaran sewa yang dihasilkan dari konsesi sewa terkait Covid-19 secara konsisten dengan bagaimana ia akan mencatat perubahan atas PSAK 73 jika perubahan tersebut bukan modifikasi sewa.

Cara praktis berlaku hanya untuk konsesi sewa yang timbul sebagai konsekuensi langsung pandemi Covid-19 dan hanya jika semua kondisi berikut terpenuhi:

- perubahan pembayaran sewa menghasilkan imbalan revisian untuk sewa yang secara substansial sama dengan, atau kurang dari, imbalan sewa sesaat sebelum perubahan tersebut;
- segala bentuk pengurangan pembayaran sewa hanya mempengaruhi pembayaran yang semula jatuh tempo pada tahun 2020 (konsesi sewa memenuhi kondisi ini jika mengakibatkan pengurangan pembayaran sewa pada tahun 2020 dan peningkatan pembayaran sewa pada periode setelahnya); dan
- tidak ada perubahan substantif pada syarat dan ketentuan lain dari sewa.

**3. ADOPTION OF NEW AND REVISED  
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(Continued)**

**a. Standards, Amendments/Improvements  
and Interpretation to Standards Effective in  
the Current: (Continued)**

• PSAK 73 Leases (Continued)

On transition to PSAK 73 the weighted average incremental borrowing rate applied to lease liabilities recognized under PSAK 73 was 6.5%.

• Covid-19 Related Rent Concessions  
Lease (Amendment to PSAK 73, Lease)

This amendment to PSAK 73 proposes, as a practical expedient, that lessee may elect not to assess whether a Covid-19 related rent concession is a lease modification. A lessee that makes this election shall account for any change in lease payments resulting from the Covid 19-related rent concession consistently with how it would account for the change applying PSAK 73 if the change were not a lease modification.

The practical expedient would apply only to rent concessions occurring as a direct consequence of the Covid-19 pandemic and only if all the following conditions are met:

- the change in lease payments results in revised consideration for the lease that is substantially the same as, or less than, the consideration for the lease immediately preceding the change;
- any reduction in lease payment affects only payments originally due in 2020 (a rent concession would meet this condition if it results in reduced lease payments only in 2020 and increased lease payments in period thereafter); and
- there is no substantive change to other terms and conditions of the lease.



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(Lanjutan)**

**a. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar yang Berlaku Efektif  
pada Tahun Berjalan: (Lanjutan)**

- **Konsesi Sewa Terkait Covid-19  
(Amendemen PSAK 73, Sewa) (Lanjutan)**

Penerapan amendemen PSAK ini tidak berpengaruh material atas pengungkapan atau jumlah-jumlah yang diakui dalam laporan keuangan konsolidasian.

- **PSAK 15 (amendemen), Investasi pada Entitas Asosiasi dan Ventura Bersama tentang Kepentingan Jangka Panjang Entitas Asosiasi dan Ventura Bersama.**

Amendemen PSAK 15 mengklarifikasi bahwa Perseroan memperhitungkan kepentingan jangka panjang dalam entitas asosiasi atau ventura bersama (yang metode ekuitasnya tidak diterapkan) menggunakan PSAK 71.

Penerapan PSAK 15 tidak mempunyai pengaruh material atas pengungkapan atau jumlah-jumlah yang diakui dalam laporan keuangan konsolidasian.

- **Berbagai amendemen dan penyesuaian atas PSAK 1:**

- 1) **PSAK 1 (amendemen), Penyajian Laporan Keuangan dan PSAK 25 (amendemen), Kebijakan Akuntansi, Perubahan Estimasi Akuntansi dan Kesalahan tentang definisi material**

Mengklarifikasi definisi material untuk tujuan menyelaraskan definisi yang digunakan dalam kerangka konseptual dan beberapa PSAK yang relevan, termasuk memberikan panduan atas definisi material dalam konteks mengurangi over disclosure karena perubahan ambang batas threshold dari definisi tersebut.

**3. ADOPTION OF NEW AND REVISED  
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**a. Standards, Amendments/Improvements  
and Interpretation to Standards Effective in  
the Current: (Continued)**

- **Covid-19 Related Rent Concessions  
Lease (Amendment to PSAK 73, Lease)  
(Continued)**

*The application of amendment to this PSAK has had no material impact on the disclosures or on the amounts recognized in the consolidated financial statements.*

- **PSAK 15 (amendment), Investment in Associates and Joint Ventures: Long Term Interest in Associate and Joint Ventures.**

*The amendment to PSAK 15 clarifies that companies account for long-term interest in an associate or joint venture (to which the equity method is not applied) using PSAK 71.*

*The application of PSAK 15 has had no material impact on the disclosures or on the amounts recognized in the consolidated financial statements.*

- **Various Amendment and Adjustment on PSAK 1**

- 1) **PSAK 1 (amendment), Presentation of Financial Statements and PSAK 25 (amendment), Accounting Policies, Changes in Accounting Estimates and Errors regarding material definition**

*To clarify the material definitions that aimed on harmonizing the definitions used in the conceptual framework and some relevant PSAK's which include providing clearer guidance related to the definition of material in the context of reducing over disclosure due to changes in the threshold of such definition.*

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(Lanjutan)**

**a. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar yang Berlaku Efektif  
pada Tahun Berjalan: (Lanjutan)**

- Berbagai amendemen dan penyesuaian atas PSAK 1: (Lanjutan)
  - 2) PSAK 1 (amandemen), Penyajian Laporan Keuangan tentang Judul Laporan Keuangan

Amandemen ini mengizinkan penggunaan judul laporan selain yang digunakan di dalam PSAK 1.
  - 3) PSAK 1 (penyesuaian tahunan 2019), Penyajian Laporan Keuangan

Mengklarifikasi beberapa kata dalam standar untuk menyelaraskan dengan PSAK ini.

Penerapan PSAK 1 tidak mempunyai pengaruh material atas pengungkapan atau jumlah-jumlah yang diakui dalam laporan keuangan konsolidasian.

- Reformasi Acuan Suku Bunga (Amendemen PSAK 71, PSAK 55 dan PSAK 60).

Amandemen ini memberikan kelonggaran dari efek potensial dari ketidakpastian yang disebabkan oleh reformasi *Interbank Offered Rate (IBOR)* tersebut dengan memberikan pengecualian terhadap persyaratan akuntansi lindung nilai dalam PSAK 71 dan PSAK 55 sehingga entitas akan menganggap bahwa acuan tingkat bunga yang menjadi dasar arus kas yang dilindung nilai, dan/atau acuan tingkat bunga yang menjadi dasar arus kas instrumen lindung nilai, tidak diubah sebagai akibat dari reformasi *IBOR*. Selain itu juga mengatur pengungkapan spesifik yang diatur dalam PSAK 60 terkait ketidakpastian yang timbul dari reformasi *IBOR*.

Penerapan Reformasi *IBOR* ini tidak mempunyai pengaruh material atas pengungkapan atau jumlah-jumlah yang diakui dalam laporan keuangan konsolidasian.

**3. ADOPTION OF NEW AND REVISED  
STATEMENTS OF FINANCIAL ACCOUNTING  
STANDARDS ("PSAK") AND  
INTERPRETATIONS OF PSAK ("ISAK")  
(Continued)**

**a. Standards, Amendments/Improvements  
and Interpretation to Standards Effective in  
the Current: (Continued)**

- Various Amendment and Adjustment on PSAK 1 (Continued)
  - 2) PSAK 1 (amendment), Presentation of Financial Statements regarding Titles of Financial Statements

This amendment allows the use of titles for the statement's other than used in PSAK 1.
  - 3) PSAK 1 (annual improvement 2019), Presentation of Financial Statements.

This clarifies some wordings in the standard to align with PSAK.

The application of PSAK 1 has had no material impact on the disclosures or on the amounts recognized in the consolidated financial statements.

- Interest Rate Benchmark Reform (Amendments to PSAK 71, PSAK 55 and PSAK 60).

This amendment provided relief from the potential effects of uncertainty caused by the reform of the *Interbank Offered Rate (IBOR)* by providing an exception to the hedge accounting requirements in PSAK 71 and PSAK 55 so that the entity will assume that the reference rate of interest on which the cash flows are based the hedged instrument, and/or the reference interest rate on which the hedging instrument cash flow is based, is not changed as a result of the *IBOR* reform. In addition, it also regulates specific disclosures as regulated in PSAK 60 regarding uncertainties arising from the *IBOR* reforms.

The application of *IBOR* Reform has had no material impact on the disclosures or on the amounts recognized in the consolidated financial statements.

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**3. PENERAPAN STANDAR AKUNTANSI KEUANGAN  
(PSAK) BARU DAN REVISI DAN INTERPRETASI  
STANDAR AKUNTANSI KEUANGAN (ISAK)  
(Lanjutan)**

**a. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar yang Berlaku Efektif  
pada Tahun Berjalan: (Lanjutan)**

- ISAK 36, Interpretasi atas Interaksi antara Ketentuan Mengenai Hak Atas Tanah dalam PSAK 16: Aset Tetap dan PSAK 73: Sewa

Interpretasi ini menegaskan perlakuan akuntansi hak atas tanah berdasarkan substansi dari hak tersebut, dan bukan pada bentuk legalnya. Grup menganalisis substansi dan ketentuan kontraktual dari setiap hak atas tanah untuk menentukan perlakuan akuntansi atas hak tersebut. Jika suatu ketentuan kontraktual memberikan hak yang secara substansi menyerupai pembelian aset tetap dan hak tersebut mengalihkan pengendalian atas aset pendasar meskipun hak kepemilikan legal tidak beralih maka hak tersebut dicatat sesuai dengan PSAK 16. Sedangkan jika substansi suatu hak atas tanah tidak mengalihkan pengendalian atas aset pendasar, dan hanya memberikan hak untuk menggunakan selama suatu jangka waktu tertentu, maka substansi hak tersebut adalah transaksi sewa dan dicatat sesuai PSAK 73.

Penerapan ISAK 36 tidak mempunyai pengaruh material atas pengungkapan atau jumlah-jumlah yang diakui dalam laporan keuangan konsolidasian.

**b. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar telah diterbitkan tetapi  
belum diterapkan:**

Amandemen dan penyesuaian standar berikut efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2021:

- PSAK 22 (amandemen), Kombinasi Bisnis tentang Definisi Bisnis
- PSAK 110 (penyesuaian), Akuntansi Sukuk
- PSAK 111 (penyesuaian), Akuntansi Wa'd

**3. ADOPTION OF NEW AND REVISED  
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(Continued)**

**a. Standards, Amendments/Improvements  
and Interpretation to Standards Effective in  
the Current: (Continued)**

- ISAK 36, Interpretation of the Interaction between Provisions Regarding Land Rights in PSAK 16: Fixed Assets and PSAK 73: Leases

This interpretation confirms that the accounting treatment of a land rights reflects the substance of the right, and not its legal form. The Group analyzes the substance and contractual terms of each land rights to determine the accounting treatment of these rights. If a contractual provision provides rights that in substance resemble the purchase of fixed assets and the right transfers control of the underlying asset even though the legal ownership rights do not transfer, the rights are accounted in accordance with PSAK 16. Whereas if the substance of a land right does not transfer control of the underlying asset, and only gives the right to use for a certain period of time, the substance of the right is a lease transaction and is accounted in accordance with PSAK 73.

The application of ISAK 36 has had no material impact on the disclosures or on the amounts recognized in the consolidated financial statements.

**b. Standards, Amendments/Adjustment and  
Interpretation to Standards issued not yet  
adopted:**

Amendments and improvements to standards effective for periods beginning on or after January 1, 2021:

- PSAK 22 (amendments), Business Combination regarding Definition of Business
- PSAK 110 (improvement), Accounting for Sukuk
- PSAK 111 (improvement), Accounting for Wa'd

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**3. PENERAPAN STANDAR AKUNTANSI KEUANGAN  
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**3. ADOPTION OF NEW AND REVISED  
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INTERPRETATIONS OF PSAK ("ISAK")  
(Continued)**

**b. Standar, Amendemen/Penyesuaian dan  
Interpretasi Standar telah diterbitkan tetapi  
belum diterapkan: (Lanjutan)**

**b. Standards, Amendments/Adjustment and  
Interpretation to Standards issued not yet  
adopted (Continued):**

Amendemen dan PSAK berikut efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2021, dengan penerapan dini diperkenankan yaitu:

The following amendments and PSAK are effective for periods beginning on or after January 1, 2021, with early application permitted is:

- Amendemen PSAK 71, Amendemen PSAK 55, Amendemen PSAK 60, Amendemen PSAK 62 Dan Amendemen PSAK 73 Tentang Reformasi Acuan Suku Bunga-Tahap 2
- PSAK 112, Akuntansi Wakaf
- PSAK 101 (amendemen), Penyajian Laporan Keuangan Syariah

- Amendments to PSAK 71, Amendments to PSAK 55, Amendments to PSAK 60, Amendments to PSAK 62 and Amendments to PSAK 73 concerning Interest Rate Reference Reform-Stage 2.
- PSAK 112, Accounting for Wakaf (Endowments)
- PSAK 101 (amendment), Presentation of Sharia Financial Statements

Amendemen dan penyesuaian tahunan standar berikut efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2022, dengan penerapan dini diperkenankan yaitu:

The following amendments and annual improvements to standards are effective for periods beginning on or after January 1, 2022, with early application permitted is:

- PSAK 22 (amendemen), Kombinasi Bisnis tentang Referensi ke Kerangka Konseptual
- PSAK 57 (amendemen), Provisi, Liabilitas Kontinjensi, dan Aset Kontinjensi tentang Kontrak Memberatkan-Biaya Memenuhi Kontrak
- PSAK 69 (Penyesuaian Tahunan 2020), Agrikultur
- PSAK 71 (Penyesuaian Tahunan 2020), Instrumen Keuangan
- PSAK 73 (Penyesuaian Tahunan 2020), Sewa

- PSAK 22 (amendment), Business Combination regarding Reference to Conceptual Frameworks
- PSAK 57 (amendment), Provisions, Contingent Liabilities, and Contingent Assets regarding Onerous Contracts-Contract Fulfillment Costs
- PSAK 69 (2020 Annual Improvement), Agriculture
- PSAK 71 (2020 Annual Improvement), Financial Instruments
- PSAK 73 (2020 Annual Improvement) Leases

PSAK 1 (amendemen), Penyajian Laporan Keuangan tentang Klasifikasi Liabilitas sebagai Jangka Pendek atau Jangka Panjang efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2023.

PSAK 1 (amendment), Presentation of Financial Statements regarding the Classification of Liabilities as Short-Term or Long Term are effective for periods beginning on or after January 1, 2023.

PSAK 74, Kontrak Asuransi efektif untuk periode yang dimulai pada atau setelah tanggal 1 Januari 2025.

PSAK 74, Insurance Contracts are effective for periods beginning on or after January 1, 2025.

Sampai dengan tanggal penerbitan laporan keuangan konsolidasian, Grup masih mempelajari dampak yang mungkin timbul atas penerapan PSAK tersebut pada laporan keuangan konsolidasian.

As of the issuance date of the consolidated financial statements, the Group is still evaluating the possible impact of the implementation of these PSAK's to its consolidated financial statements.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING**

**a. Pernyataan Kepatuhan**

Laporan keuangan konsolidasian Grup disusun sesuai dengan Standar Akuntansi Keuangan di Indonesia.

**b. Dasar Penyajian dan Penyusunan Laporan Keuangan Konsolidasian**

Laporan keuangan konsolidasian Grup disusun berdasarkan basis akrual dan konsep biaya historis, kecuali untuk instrumen keuangan yang diukur pada jumlah nilai revaluasi atau nilai wajar pada akhir setiap periode pelaporan keuangan.

Biaya historis umumnya didasarkan pada nilai wajar dari imbalan yang diberikan dalam pertukaran barang dan jasa.

Nilai wajar adalah harga yang akan diterima untuk menjual suatu aset atau harga yang akan dibayar untuk mengalihkan suatu liabilitas dalam suatu transaksi teratur antara pelaku pasar pada tanggal pengukuran.

Laporan arus kas konsolidasian disusun dengan menggunakan metode langsung dengan mengelompokkan arus kas dalam aktivitas operasi, investasi dan pendanaan.

Seluruh angka dalam laporan keuangan konsolidasian ini, disajikan dalam Rupiah ("Rp"), kecuali dinyatakan lain. Lihat catatan 4d untuk informasi mata uang fungsional Grup.

Kecuali dinyatakan di atas dalam Catatan 3, kebijakan akuntansi telah diterapkan secara konsisten dengan laporan keuangan tahunan untuk tahun yang berakhir 31 Desember 2019 yang telah sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Penyusunan laporan keuangan konsolidasian sesuai dengan Standar Akuntansi Keuangan di Indonesia mengharuskan penggunaan estimasi dan asumsi. Hal tersebut juga mengharuskan manajemen untuk membuat pertimbangan dalam proses penerapan kebijakan akuntansi Grup. Area yang kompleks atau memerlukan tingkat pertimbangan yang lebih tinggi atau area dimana asumsi dan estimasi dapat berdampak signifikan terhadap laporan keuangan konsolidasian diungkapkan di Catatan 5.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**a. The Statement of Compliance**

*The consolidated financial statements of the Group have been prepared in accordance with Indonesian Financial Accounting Standard.*

**b. Basis of Presentation and Preparation of the Consolidated Financial Statements**

*The Group's consolidated financial statements have been prepared on an accrual basis and under the historical cost convention except for financial instruments measured at revalued amounts or fair values at the end of each reporting period.*

*Historical cost is generally based on the fair value of the consideration given in exchange for goods and services.*

*Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.*

*The consolidated statements of cash flows are prepared using the direct method with classifications of cash flows into operating, investing, and financing activities.*

*Figures in the consolidated financial statements are stated in Rupiah ("Rp"), unless otherwise specified. Refer to notes 4d for the information on the Group's functional currency.*

*Except as described above in Note 3, the accounting policies applied are consistent with those of the annual consolidated financial statements for the year ended December 31, 2019, which conform to the Indonesian Financial Accounting Standards.*

*The preparation of consolidated financial statements in conformity with Indonesian Financial Accounting Standards requires the use of certain critical accounting estimates and assumptions. It also requires management to exercise its judgement in the process of applying the Group's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed in Note 5.*



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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**c. Prinsip Konsolidasian**

Laporan keuangan konsolidasian menggabungkan laporan keuangan Perseroan dan entitas yang dikendalikan oleh Perseroan dan entitas anak (termasuk entitas terstruktur). Pengendalian tercapai jika Perseroan memiliki kekuasaan atas investee; eksposur atau hak atas imbal hasil variabel dari keterlibatannya dengan investee; dan kemampuan untuk menggunakan kekuasaannya atas investee untuk mempengaruhi jumlah imbal hasil investor.

Perseroan menilai kembali apakah entitas tersebut adalah investee jika fakta dan keadaan yang mengindikasikan adanya perubahan terhadap satu atau lebih dari tiga elemen pengendalian yang disebutkan di atas.

Ketika Perseroan memiliki hak suara kurang dari mayoritas di-investee, ia memiliki kekuasaan atas investee ketika hak suara investor cukup untuk memberinya kemampuan praktis untuk mengarahkan aktivitas relevan secara sepihak. Perseroan mempertimbangkan seluruh fakta dan keadaan yang relevan dalam menilai apakah hak suara Perseroan cukup untuk memberikan Perseroan kekuasaan, termasuk (i) ukuran kepemilikan hak suara Perseroan relatif terhadap ukuran dan penyebaran kepemilikan pemilik hak suara lain; (ii) hak suara potensial yang dimiliki oleh Perseroan, pemegang suara lain atau pihak lain; (iii) hak yang timbul dari pengaturan kontraktual lain; dan (iv) setiap fakta dan keadaan tambahan apapun mengindikasikan bahwa Perseroan memiliki, atau tidak memiliki, kemampuan kini untuk mengarahkan aktivitas yang relevan pada saat keputusan perlu dibuat, termasuk pola suara pemilikan dalam RUPS sebelumnya.

Konsolidasi entitas anak dimulai ketika Perseroan memperoleh pengendalian atas entitas anak dan akan dihentikan ketika Perseroan kehilangan pengendalian pada entitas anak. Secara khusus, pendapatan dan beban entitas anak diakuisisi atau dijual selama tahun berjalan termasuk dalam laporan laba rugi konsolidasian dan penghasilan komprehensif lain dari tanggal diperolehnya pengendalian Perseroan sampai tanggal ketika Perseroan berhenti mengendalikan entitas anak.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**c. Principles of Consolidation**

The consolidated financial statements incorporate the financial statements of the Company and entities (including structured entities) controlled by the Company and its subsidiaries. Control is achieved where the Company has the power over the investee; is exposed, or has rights, to variable returns from its involvement with the investee; and has the ability to use its power to affect its returns.

The Company reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control listed above.

When the Company has less than a majority of the voting rights of an investee, it has power over the investee when the voting rights are sufficient to give it the practical ability to direct the relevant activities of the investee unilaterally. The Company considers all relevant facts and circumstances in assessing whether or not the Company's voting rights in an investee are sufficient to give it power, including (i) the size of the Company's holding of voting rights relative to the size and dispersion of holding of the other vote holders; (ii) potential voting rights held by the Company, other vote holders or other parties; (iii) rights arising from other contractual arrangements; and (iv) any additional facts and circumstances that indicate that the Company has, or does not have, the current ability to direct the relevant activities at the time that decisions need to be made, including voting patterns at previous shareholders' meetings.

Consolidation of a subsidiary begins when the Company obtains control over the subsidiary and ceases when the Company loses control of the subsidiary. Specifically, income and expense of a subsidiary acquired or disposed of during the year are included in the consolidated statement of profit or loss and other comprehensive income from the date the Company gains control until the date when the Company ceases to control the subsidiary.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**c. Prinsip Konsolidasian (Lanjutan)**

Laba rugi dan setiap komponen penghasilan komprehensif lain diatribusikan kepada pemilik entitas induk dan untuk kepentingan nonpengendali. Perseroan juga mengatribusikan total laba komprehensif entitas anak kepada pemilik entitas induk dan kepentingan nonpengendali meskipun hal tersebut mengakibatkan kepentingan nonpengendali memiliki saldo defisit.

Jika diperlukan, penyesuaian dapat dilakukan terhadap laporan keuangan entitas anak agar kebijakan akuntansi sesuai dengan kebijakan akuntansi Grup.

Seluruh aset dan liabilitas dalam intra Grup, ekuitas, pendapatan, biaya dan arus kas yang berkaitan dengan transaksi dalam Grup dieliminasi secara penuh pada saat konsolidasi.

Kepentingan nonpengendali pada entitas anak diidentifikasi secara terpisah dari ekuitas Grup di dalamnya. Kepentingan para pemegang saham nonpengendali yang memiliki kepentingan kepemilikan saat ini memberikan hak kepada pemegang sahamnya atas bagian proporsional dari aset bersih pada saat likuidasi yang awalnya dapat diukur pada nilai wajar atau pada bagian proporsional kepentingan nonpengendali dari nilai wajar asset neto yang dapat diidentifikasi dari pihak yang diakuisisi yang dapat diidentifikasi. Pilihan pengukuran dilakukan atas basis akuisisi demi akuisisi. Kepentingan nonpengendali lainnya pada awalnya diukur pada nilai wajar. Setelah akuisisi, jumlah tercatat kepentingan nonpengendali adalah jumlah kepentingan tersebut pada pengakuan awal ditambah bagian kepentingan nonpengendali dari perubahan selanjutnya dalam ekuitas.

Perubahan kepemilikan Grup pada entitas anak yang tidak mengakibatkan kehilangan pengendalian Grup atas entitas anak dicatat sebagai transaksi ekuitas. Jumlah tercatat dari kepemilikan Grup dan kepentingan nonpengendali disesuaikan untuk mencerminkan perubahan kepentingan relatifnya dalam entitas anak. Selisih antara jumlah tercatat kepentingan nonpengendali yang disesuaikan dan nilai wajar imbalan yang dibayar atau diterima diakui secara langsung dalam ekuitas dan diatribusikan dengan pemilik entitas induk.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**c. Principles of Consolidation (Continued)**

*Profit or loss and each component of other comprehensive income are attributed to the owners of the Company and to the non-controlling interest. Total comprehensive income of subsidiaries is attributed to the owners of the Company and the non-controlling interest even if this results in the non-controlling interest having a deficit balance.*

*When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies in line with the Group's accounting policies.*

*All intragroup assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.*

*Non-controlling interests in subsidiaries are identified separately from the Group's equity therein. Those interests of non-controlling shareholders that are present ownership interests entitling their holders to a proportionate share of net assets upon liquidation may initially be measured at fair value or at the non-controlling interests' proportionate share of the fair value of the acquiree's identifiable net assets. The choice of measurement is made on an acquisition-by-acquisition basis. Other non-controlling interests are initially measured at fair value. Subsequent to acquisition, the carrying amount of non-controlling interests is the amount of those interests at initial recognition plus the non-controlling interests' share of subsequent changes in equity.*

*Changes in the Group's ownership interest in subsidiaries that do not result in the loss of control over the subsidiaries are accounted for as equity transactions. The carrying amounts of the Group's interest and the non-controlling interest are adjusted to reflect the changes in their relative interest in the subsidiaries. Any difference between the amount by which the non-controlling interest are adjusted and the fair value of the consideration paid or received is recognised directly in equity and attributed to owners of the Company.*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**c. Prinsip Konsolidasian (Lanjutan)**

Ketika Grup kehilangan pengendalian pada entitas anak, keuntungan atau kerugian diakui dalam laba rugi dan dihitung sebagai perbedaan antara (i) agregat nilai wajar pembayaran yang diterima dan nilai wajar sisa kepemilikan (retained interest) dan (ii) jumlah tercatat sebelumnya dari aset (termasuk goodwill), dan liabilitas dari entitas anak dan setiap kepentingan nonpengendali. Seluruh jumlah yang diakui sebelumnya dalam penghasilan komprehensif lain yang terkait dengan entitas anak yang dicatat seolah-olah Grup telah melepaskan secara langsung aset atau liabilitas terkait entitas anak (yaitu direklasifikasi ke laba rugi atau ditransfer ke kategori lain dari ekuitas sebagaimana ditentukan / diizinkan oleh standar akuntansi yang berlaku).

Nilai wajar setiap sisa investasi pada entitas anak terdahulu pada tanggal hilangnya pengendalian dianggap sebagai nilai wajar pada saat pengakuan awal untuk akuntansi berikutnya dalam PSAK 71, Instrumen Keuangan atau, ketika berlaku, biaya perolehan pada saat pengakuan awal dari investasi pada entitas asosiasi atau ventura bersama.

**d. Transaksi dan Penjabaran Laporan Keuangan Dalam Mata Uang Asing**

Mata Uang Fungsional dan Pelaporan

Laporan keuangan individu masing-masing entitas Grup diukur dan disajikan dalam mata uang dari lingkungan ekonomi utama dimana entitas beroperasi (mata uang fungsional). Laporan keuangan konsolidasian dari Grup disajikan dalam mata uang Rupiah yang merupakan mata uang fungsional dan mata uang penyajian untuk laporan keuangan konsolidasian

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**c. Principles of Consolidation (Continued)**

When the Group loses control of a subsidiary, a gain or loss is recognised in profit or loss and is calculated as the difference between (i) the aggregate of the fair value of the consideration received and the fair value of any retained interest and (ii) the previous carrying amount of the assets (including goodwill), and liabilities of the subsidiary and any non-controlling interest. All amounts previously recognised in other comprehensive income in relation to that subsidiary are accounted for as if the Group had directly disposed of the related assets or liabilities of the subsidiary (i.e. reclassified to profit or loss or transferred to another category of equity as specified/permitted by applicable accounting standards).

The fair value of any investment retained in the former subsidiary at the date when control is lost is regarded as the fair value on initial recognition for subsequent accounting under PSAK 71, Financial Instruments or, when applicable, the cost on initial recognition of an investment in an associate or a joint venture.

**d. Foreign Currency Transactions and Transaction**

Functional and Reporting Currencies

The individual financial statements of each Group entity are measured and presented in the currency of the primary economic environment in which the entity operates (its functional currency). The consolidated financial statements of the Group are presented in Indonesian Rupiah, which is the functional currency and the presentation currency for the consolidated financial statements.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING (Lanjutan)**

**d. Transaksi dan Penjabaran Laporan Keuangan Dalam Mata Uang Asing (Lanjutan)**

Mata Uang Fungsional dan Pelaporan (Lanjutan)

Dalam menyusun laporan keuangan masing-masing Perseroan, transaksi dalam mata uang selain mata uang fungsional entitas (mata uang asing) diakui pada nilai tukar yang berlaku pada tanggal transaksi. Pada setiap tanggal pelaporan, aset dan liabilitas moneter dalam mata uang asing dijabarkan ulang dengan menggunakan kurs pada tanggal tersebut. Pos non-moneter yang dicatat pada nilai wajar yang didenominasikan dalam mata uang asing dijabarkan dengan kurs yang berlaku pada tanggal ketika nilai wajar ditentukan. Item-item non-moneter yang diukur berdasarkan biaya historis dalam mata uang asing tidak dijabarkan kembali.

Kurs penutup yang digunakan pada akhir periode pelaporan adalah kurs tengah Bank Indonesia sebagai berikut:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
1 USD	14.105	13.901	1 USD

Selanjutnya, untuk pungutan dan penyeteroran pajak-pajak (PPN dan PPh) berkenaan dengan tagihan dan kewajiban dalam mata uang asing dibayarkan dengan Rupiah, dan dicatat sesuai dengan 'kurs pajak mingguan' yang berlaku pada tanggal diterbitkannya faktur pajak yang bersangkutan.

**e. Kombinasi Bisnis**

Akuisisi bisnis dicatat dengan menggunakan metode akuisisi. Imbalan yang dialihkan dalam suatu kombinasi bisnis diukur pada nilai wajar, yang dihitung sebagai hasil penjumlahan dari nilai wajar tanggal akuisisi atas seluruh aset yang dialihkan oleh Grup, liabilitas yang diakui oleh Grup kepada pemilik sebelumnya dari pihak yang diakuisisi dan kepentingan ekuitas yang diterbitkan oleh Grup dalam pertukaran pengendalian dari pihak yang diakuisisi. Biaya-biaya terkait akuisisi diakui di dalam laba rugi pada saat terjadinya.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**d. Foreign Currency Transactions and Translation (Continued)**

Functional and Reporting Currencies (Continued)

In preparing the financial statements of the individual companies, transactions in currencies other than the entity's functional currency (foreign currencies) are recognised at the rates of exchange prevailing on the dates of the transactions. At each reporting date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing at that date. Non-monetary items carried at fair value that are denominated in foreign currencies are translated at the rates prevailing at the date when the fair value was determined. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

The closing exchange rate used at the reporting is the middle rate of Bank Indonesia as follows:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
1 USD	14.105	13.901	1 USD

Furthermore, for the collection and remittance of taxes (VAT and income tax) with respect to claims and liabilities in foreign currency payable in dollars, and recorded consistent with the 'weekly tax rate' prevailing at the date of issuance of tax invoice.

**e. Business Combinations**

Acquisitions of businesses are accounted for using the acquisition method. The consideration transferred in a business combination is measured at fair value, which is calculated as the sum of the acquisition-date fair values of the assets transferred by the Group, liabilities incurred by the Group to the former owners of the acquiree, and the equity interests issued by the Group in exchange for control of the acquiree. Acquisition-related costs are recognized in profit or loss as incurred.



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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**e. Kombinasi Bisnis (Lanjutan)**

Pada tanggal akuisisi, aset teridentifikasi yang diperoleh dan liabilitas yang diambil alih diakui pada nilai wajar kecuali untuk aset dan liabilitas tertentu yang diukur sesuai dengan standar yang relevan.

Goodwill diukur sebagai selisih lebih dari nilai gabungan dari imbalan yang dialihkan, jumlah setiap kepentingan non pengendali pada pihak diakuisisi dan nilai wajar pada tanggal akuisisi kepentingan ekuitas yang sebelumnya dimiliki oleh pihak pengakuisisi pada pihak diakuisisi (jika ada) atas jumlah neto dari aset teridentifikasi yang diperoleh dan liabilitas yang diambilalih pada tanggal akuisisi.

Jika, setelah penilaian kembali, jumlah neto dari aset teridentifikasi yang diperoleh dan liabilitas yang diambil alih pada tanggal akuisisi melebihi jumlah imbalan yang dialihkan, jumlah dari setiap kepentingan non pengendali pada pihak diakuisisi dan nilai wajar pada tanggal akuisisi kepentingan ekuitas yang sebelumnya dimiliki oleh pihak pengakuisisi pada pihak diakuisisi (jika ada), selisih lebih diakui segera dalam laba rugi sebagai keuntungan pembelian dengan diskon.

Bila imbalan yang dialihkan oleh Grup dalam suatu kombinasi bisnis termasuk aset atau liabilitas yang berasal dari pengaturan imbalan kontinjen (contingent consideration arrangement), imbalan kontinjen tersebut diukur pada nilai wajar pada tanggal akuisisi dan termasuk sebagai bagian dari imbalan yang dialihkan dalam suatu kombinasi bisnis. Perubahan dalam nilai wajar atas imbalan kontinjen yang memenuhi syarat sebagai penyesuaian periode pengukuran disesuaikan secara retrospektif, dengan penyesuaian terkait terhadap goodwill. Penyesuaian periode pengukuran adalah penyesuaian yang berasal dari informasi tambahan yang diperoleh selama periode pengukuran (yang tidak melebihi satu tahun sejak tanggal akuisisi) tentang fakta-fakta dan kondisi yang ada pada tanggal akuisisi.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**e. Business Combinations (Continued)**

*At the acquisition date, the identifiable assets acquired and the liabilities assumed are recognized at their fair value except for certain assets and liabilities that are measured in accordance with the relevant standards.*

*Goodwill is measured as the excess of the sum of the consideration transferred, the amount of any non-controlling interests in the acquiree, and the fair value of the acquirer's previously held equity interest in the acquire (if any) over the net of the acquisition-date amounts of the identifiable assets acquired and the liabilities assumed.*

*If, after the reassessment, the net of the acquisition-date amounts of the identifiable assets acquired and liabilities assumed exceeds the sum of the consideration transferred, the amount of any non-controlling interests in the acquiree and the fair value of the acquirer's previously held interest in the acquiree (if any), the excess is recognized immediately in profit or loss as a bargain purchase gain.*

*When the consideration transferred by the Group in a business combination includes assets or liabilities resulting from a contingent consideration arrangement, the contingent consideration is measured at its acquisition-date fair value and included as part of the consideration transferred in a business combination. Changes in the fair value of the contingent consideration that qualify as measurement period adjustments are adjusted retrospectively, with corresponding adjustments against goodwill. Measurement period adjustments are adjustments that arise from additional information obtained during the measurement period (which cannot exceed one year from the acquisition date) about facts and circumstances that existed at the acquisition date.*



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**e. Kombinasi Bisnis (Lanjutan)**

Perlakuan akuntansi selanjutnya untuk perubahan nilai wajar dari imbalan kontinjensi yang tidak memenuhi syarat sebagai penyesuaian periode pengukuran tergantung pada bagaimana imbalan kontinjensi diklasifikasikan. Imbalan kontinjensi yang diklasifikasikan sebagai ekuitas tidak diukur kembali pada setiap tanggal pelaporan dan penyelesaian selanjutnya diperhitungkan dalam ekuitas. Imbalan kontinjensi yang diklasifikasikan sebagai aset atau liabilitas diukur kembali setelah tanggal pelaporan sesuai dengan PSAK 71 atau PSAK 57; Provisi, Liabilitas Kontinjensi dan Aset Kontinjensi dengan laba atau rugi yang terjadi diakui dalam laba rugi.

Bila suatu kombinasi bisnis dilakukan secara bertahap, kepemilikan terdahulu Grup atas pihak diakuisisi diukur kembali ke nilai wajar pada tanggal akuisisi dan keuntungan atau kerugian dihasilkan, jika ada, diakui dalam laba rugi. Jumlah yang berasal dari kepemilikan sebelum tanggal akuisisi yang sebelumnya telah diakui dalam penghasilan komprehensif lain direklasifikasi ke laba rugi dimana perlakuan tersebut akan sesuai jika kepemilikan tersebut dilepas/dijual.

Jika akuntansi awal untuk kombinasi bisnis belum selesai pada akhir periode pelaporan saat kombinasi terjadi, Grup melaporkan jumlah sementara untuk pos-pos yang proses akuntansinya belum selesai dalam laporan keuangannya. Selama periode pengukuran, pihak pengakuisisi menyesuaikan, aset atau liabilitas tambahan yang diakui, untuk mencerminkan informasi baru yang diperoleh tentang fakta dan keadaan yang ada pada tanggal akuisisi dan, jika diketahui, akan berdampak pada jumlah yang diakui pada tanggal tersebut.

Entitas Sepengendali

Kombinasi bisnis entitas sepengendali dicatat dengan menggunakan metode penyatuan kepemilikan dimana aset dan liabilitas yang diperoleh dari kombinasi bisnis dicatat oleh pengakuisisi pada jumlah tercatatnya.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**e. Business Combinations (Continued)**

*The subsequent accounting for changes in the fair value of the contingent consideration that do not qualify as measurement period adjustments depends on how the contingent consideration is classified. Contingent consideration that is classified as equity is not remeasured at subsequent reporting dates and its subsequent settlement is accounted for within equity. Contingent consideration that is classified as an asset or liability is remeasured subsequent to reporting dates in accordance with PSAK 71 or PSAK 57; Provisions, Contingent Liabilities and Contingent Assets with the corresponding gain or loss being recognised in profit or loss.*

*When a business combination is achieved in stages, the Group's previously held equity interests in the acquired entity are remeasured to its acquisition-date fair value and the resulting gain or loss, if any, is recognised in profit or loss. Amounts arising from interests in the acquiree prior to the acquisition date that have previously been recognised in other comprehensive income are reclassified to profit or loss where such treatment would be appropriate if that interests were disposed of.*

*If the initial accounting for a business combination is incomplete by the end of the reporting period in which the combination occurs, the Group reports provisional amounts for the items for which the accounting is incomplete. Those provisional amounts are adjusted during the measurement period, or additional assets or liabilities are recognised, to reflect new information obtained about facts and circumstances that existed as of the acquisition date that, if known, would have affected the amount recognised as of that date.*

Under Common Control

*Business combination of entities under common control that qualifies as a business are accounted for under pooling of interest method where assets and liabilities acquired in the business combination are recorded by the acquirer at their book values.*

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(Lanjutan)**

**e. Kombinasi Bisnis (Lanjutan)**

Entitas Sepengendali (Lanjutan)

Selisih antara jumlah imbalan yang dialihkan dan jumlah tercatat disajikan sebagai tambahan modal disetor dan tidak direklasifikasi ke laba rugi ketika hilang sepengendalian.

Metode penyatuan kepemilikan diterapkan seolah-olah entitas telah bergabung sejak periode dimana entitas yang bergabung berada dalam sepengendalian.

**f. Transaksi Pihak-pihak Berelasi**

Pihak-pihak berelasi adalah orang atau entitas yang terkait dengan entitas yang menyiapkan laporan keuangannya ("entitas pelapor"):

a) Orang atau anggota keluarga terdekat mempunyai relasi dengan entitas pelapor, jika orang tersebut:

- 1) Memiliki pengendalian atau pengendalian bersama atas entitas pelapor,
- 2) Memiliki pengaruh signifikan atas entitas pelapor, atau
- 3) Personal manajemen kunci entitas pelapor atau entitas induk entitas pelapor.

b) Suatu entitas berelasi dengan entitas pelapor jika memenuhi salah satu hal berikut:

- 1) Entitas dan entitas pelapor adalah anggota dari kelompok usaha yang sama (artinya entitas induk, entitas anak, dan entitas anak berikutnya saling berelasi dengan entitas lainnya).
- 2) Satu entitas adalah entitas asosiasi atau ventura bersama dari entitas lain (atau entitas asosiasi atau ventura bersama yang merupakan anggota suatu kelompok usaha, yang mana entitas lain tersebut adalah anggotanya)
- 3) Kedua entitas tersebut adalah ventura bersama dari pihak ketiga yang sama.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**e. Business Combinations (Continued)**

Under Common Control (Continued)

The difference between the transfer price and the book value is presented as Additional Paid in Capital and is not recycled to profit or loss when control is lost.

The pooling of interest method is applied as if the entities had been combined from the period when the merging entities were placed under common control.

**f. Transaction with Related Parties**

A related parties are persons or entities related to the entity preparing their financial statements ("reporting entity"):

a) A person or a close member of that person's family is related to the reporting entity if that person:

- 1) Has control or joint control over the reporting entity,
- 2) Has significant influence over the reporting entity; or
- 3) Is a member of the key management personnel of the reporting entity or of a parent of the reporting entity.

b) An entity is related to the reporting entity if any of the following conditions applies:

- 1) The entity, and the reporting entity are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
- 2) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
- 3) Both entities are joint venture of the same third party.

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**f. Transaksi Pihak-pihak Berelasi (Lanjutan)**

- b) Suatu entitas berelasi dengan entitas pelapor jika memenuhi salah satu hal berikut: (Lanjutan)
- 4) Satu entitas adalah ventura bersama dari entitas ketiga dan entitas yang lain adalah entitas asosiasi dari entitas ketiga.
  - 5) Entitas tersebut adalah suatu program imbalan pasca kerja untuk imbalan kerja dari salah satu entitas pelapor atau entitas yang terkait dengan entitas pelapor. Jika entitas pelapor adalah entitas yang menyelenggarakan program tersebut, maka entitas sponsor juga berelasi dengan entitas pelapor.
  - 6) Entitas yang dikendalikan atau dikendalikan bersama oleh orang yang diidentifikasi dalam huruf (a).
  - 7) Orang yang diidentifikasi dalam huruf (a) (i) memiliki pengaruh signifikan atas entitas atau merupakan personil manajemen kunci entitas (atau entitas induk dari entitas).
  - 8) Entitas, atau anggota dari kelompok yang mana entitas merupakan bagian dari kelompok tersebut, menyediakan jasa personil manajemen kunci kepada entitas pelapor atau kepada entitas induk dari entitas pelapor.

Transaksi signifikan yang dilakukan dengan pihak-pihak berelasi, baik dilakukan dengan kondisi dan persyaratan dengan pihak ketiga maupun tidak, diungkapkan pada laporan keuangan konsolidasian.

**g. Instrumen Keuangan**

**Pengakuan dan pengukuran awal**

Aset keuangan dan liabilitas keuangan diakui ketika Grup menjadi bagian dari ketentuan kontrak dari instrumen. Aset keuangan dan liabilitas keuangan pada awalnya diukur pada nilai wajar, kecuali piutang usaha yang tidak memiliki komponen pendanaan signifikan yang diukur pada harga transaksi.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**f. Transactions with Related Parties  
(Continued)**

- b) An entity is related to the reporting entity if any of the following conditions applies: (Continued)
- 4) One entity is a joint venture of a third entity and the other entity is an associate of the third entity.
  - 5) The entity is a post-employment benefit plan for the benefit of employees of either the reporting entity, or an entity related to the reporting entity. If the reporting entity is itself such a plan, the sponsoring employers are also related to the reporting entity.
  - 6) The entity is controlled or jointly controlled by a person identified in (a).
  - 7) A person identified in (a) (i) has significant influence over the entity or is a member of the key management personnel of the entity (or a parent of the entity).
  - 8) The entity, or any member of a group of which it is a part, provides key management personnel services to the reporting entity or to the parent of the reporting entity.

Significant transactions with related parties, whether or not made at similar terms and conditions as those done with third parties, are disclosed in the consolidated financial statements.

**g. Financial Instruments**

**Recognition and initial measurement**

Financial assets and financial liabilities are recognised when the Group becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value, except for trade receivables that do not have a significant financing component which are measured at transaction price.

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**g. Instrumen Keuangan (Lanjutan)**

**Pengakuan dan pengukuran awal**

Biaya transaksi yang secara langsung dapat diatribusikan dengan perolehan atau penerbitan aset keuangan dan liabilitas keuangan (selain aset keuangan dan liabilitas keuangan yang diukur pada nilai wajar melalui laporan laba rugi) ditambahkan atau dikurangkan dari nilai wajar aset keuangan atau liabilitas keuangan, sebagaimana mestinya, pada pengakuan awal. Biaya transaksi yang dapat diatribusikan secara langsung dengan perolehan aset keuangan atau liabilitas keuangan yang diukur pada nilai wajar melalui laporan laba rugi diakui segera dalam laporan laba rugi.

**Klasifikasi aset keuangan**

Kecuali untuk piutang usaha yang tidak mengandung komponen pendanaan yang signifikan dan diukur pada harga transaksi sesuai dengan PSAK 72, semua aset keuangan pada awalnya diukur pada nilai wajar yang disesuaikan dengan biaya transaksi (jika ada).

Untuk tujuan pengukuran selanjutnya, aset keuangan Grup, diklasifikasikan ke dalam kategori berikut pada saat pengakuan awal sebagai biaya perolehan diamortisasi dan nilai wajar melalui laba rugi (FVTPL).

Klasifikasi ditentukan oleh dua dasar model bisnis entitas dalam mengelola aset keuangan dan karakteristik arus kas kontraktual dan aset keuangan.

Aset keuangan pada biaya perolehan diamortisasi ditinjau untuk penurunan nilai setidaknya pada setiap tanggal pelaporan untuk mengidentifikasi apakah ada bukti objektif bahwa aset keuangan atau sekelompok aset keuangan mengalami penurunan nilai dan mengakui penyisihan kerugian untuk kerugian kredit ekspektasian pada aset keuangan tersebut.

Semua pendapatan dan beban yang berkaitan dengan aset keuangan yang diakui dalam laba rugi disajikan dalam beban keuangan, pendapatan keuangan, atau item keuangan lainnya, kecuali untuk penurunan nilai piutang usaha yang disajikan dalam beban penyisihan piutang usaha.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**g. Financial Instruments (Continued)**

**Recognition and initial measurement**

*Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.*

**Classification of financial assets**

*Except for those trade receivables that do not contain a significant financing component and are measured at the transaction price in accordance with PSAK 72, all financial assets are initially measured at fair value adjusted for transaction costs (where applicable).*

*For the purpose of subsequent measurement, the Group's financial assets, are classified into the following categories upon initial recognition as amortised cost and fair value through profit or loss (FVTPL).*

*The classification is determined by basis of both the entity's business model for managing the financial assets and the contractual cash flows characteristics of the financial assets.*

*Financial assets at amortised cost are reviewed for impairment at least at each reporting date to identify whether there is any objective evidence that a financial asset or a group of financial assets is impaired and recognise a loss allowance for expected credit losses on those financial assets.*

*All income and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs, finance income or other financial items, except for impairment of trade receivables which is presented within impairment trade receivable expenses.*

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**g. Instrumen Keuangan (Lanjutan)**

**Pengukuran selanjutnya aset keuangan**

Aset keuangan pada biaya perolehan  
diamortisasi

Aset keuangan diukur pada biaya perolehan diamortisasi jika aset tersebut memenuhi kondisi berikut (dan tidak ditetapkan sebagai FVTPL):

- aset tersebut dimiliki dalam model bisnis yang bertujuan untuk memiliki aset keuangan dan mendapatkan arus kas kontraktualnya
- persyaratan kontraktual dari aset keuangan menimbulkan arus kas yang semata dari pembayaran pokok dan bunga dari jumlah pokok terutang

Setelah pengakuan awal, aset keuangan tersebut diukur pada biaya perolehan diamortisasi dengan menggunakan metode bunga efektif. Pemberian diskon harga dihilangkan jika pengaruh diskon tidak material. Kas dan setara kas, piutang dagang, dan sebagian besar piutang lain-lain Grup termasuk dalam kategori instrumen keuangan ini yang sebelumnya diklasifikasikan sebagai dimiliki hingga jatuh tempo berdasarkan PSAK 55.

Metode yang digunakan dalam menghitung biaya perolehan diamortisasi dari aset keuangan dan dalam pengalokasian dan pengakuan pendapatan bunga pada laporan laba rugi selama periode yang relevan. Suku bunga yang secara tepat mendiskontokan estimasi pembayaran atau penerimaan kas masa depan selama perkiraan umur dari aset keuangan dengan jumlah tercatat bruto aset keuangan. Pada saat menghitung suku bunga efektif, entitas mengestimasi arus kas ekspektasian dengan mempertimbangkan seluruh persyaratan kontraktual dari instrumen keuangan tersebut (sebagai contoh, percepatan pelunasan, perpanjangan, opsi beli dan opsi-opsi serupa), tetapi tidak mempertimbangkan kerugian kredit ekspektasian. Perhitungan mencakup seluruh fee (imbalan) dan komisi yang dibayarkan atau diterima oleh pihak-pihak yang terlibat dalam kontrak yang merupakan bagian yang tidak terpisahkan dari suku bunga efektif, biaya transaksi, dan seluruh premium atau diskonto lainnya. Terdapat praduga bahwa arus kas dan perkiraan umur dari kelompok instrumen keuangan yang serupa dapat diestimasi dengan andal.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**g. Financial Instruments (Continued)**

**Subsequent measurement of financial  
assets**

Financial assets at amortised cost

Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as FVTPL):

- they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows
- the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The Group's cash and cash equivalents, trade and most other receivables fall into this category of financial assets that were previously classified as held-to-maturity under PSAK 55.

The method that is used in the calculation of the amortised cost of a financial asset and in the allocation and recognition of the interest revenue in profit or loss over the relevant period. The rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial asset to the gross carrying amount of a financial asset. When calculating the effective interest rate, an entity shall estimate the expected cash flows by considering all the contractual terms of the financial instrument (for example, prepayment, extension, call and similar options) but shall not consider the expected credit losses. The calculation includes all fees and points paid or received between parties to the contract that are an integral part of the effective interest rate, transaction costs, and all other premiums or discounts. There is a presumption that the cash flows and the expected life of a group of similar financial instruments can be estimated reliably.



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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**g. Instrumen Keuangan (Lanjutan)**

**Pengukuran selanjutnya aset keuangan  
(lanjutan)**

**Aset keuangan pada biaya perolehan  
diamortisasi (lanjutan)**

Akan tetapi, dalam kasus yang jarang terjadi, apabila tidak mungkin mengestimasi arus kas atau perkiraan umur instrumen keuangan (atau kelompok instrumen keuangan) secara andal, entitas menggunakan arus kas kontraktual selama jangka waktu kontrak dari instrumen keuangan (atau kelompok instrumen keuangan) tersebut.

**Aset keuangan pada nilai wajar melalui laba rugi  
(FVTPL)**

Aset keuangan yang dimiliki dalam model bisnis yang berbeda selain 'dimiliki untuk mendapatkan' atau 'dimiliki untuk mendapatkan dan dijual' dikategorikan pada nilai wajar melalui laba rugi. Selanjutnya, terlepas dari model bisnis aset keuangan yang arus kas kontraktualnya tidak semata dari pembayaran pokok dan bunga, dicatat di FVTPL. Semua instrumen keuangan derivatif termasuk dalam kategori ini, kecuali yang ditetapkan dan efektif sebagai instrumen lindung nilai, yang menerapkan persyaratan akuntansi lindung nilai.

Aset dalam kategori ini diukur pada nilai wajar dengan keuntungan atau kerugian diakui dalam laporan laba rugi. Nilai wajar aset keuangan dalam kategori ini ditentukan dengan mengacu pada transaksi pasar aktif atau menggunakan teknik penilaian jika tidak terdapat pasar aktif.

**Aset keuangan yang diklasifikasikan sebagai  
tersedia untuk dijual (AFS) berdasarkan PSAK  
55 (Periode Komparatif)**

Aset keuangan AFS adalah aset keuangan non-derivatif yang ditujukan untuk kategori ini atau tidak memenuhi syarat untuk dimasukkan dalam salah satu kategori aset keuangan lainnya (FVTPL atau dimiliki hingga jatuh tempo dan pinjaman yang diberikan dan piutang). Aset keuangan AFS Grup termasuk sekuritas ekuitas di beberapa perusahaan yang terdaftar di Bursa Efek Indonesia.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**g. Financial Instruments (Continued)**

**Subsequent measurement of financial  
assets (continued)**

**Financial assets at amortised cost (continued)**

However, in those rare cases when it is not possible to reliably estimate the cash flows or the expected life of a financial instrument (or group of financial instruments), the entity shall use the contractual cash flows over the full contractual term of the financial instrument (or group of financial instruments).

**Financial assets at Fair Value through profit or  
loss FVTPL)**

Financial assets that are held within a different business model other than 'hold to collect' or 'hold to collect and sell' are categorised at fair value through profit and loss. Further, irrespective of business model financial assets whose contractual cash flows are not solely payments of principal and interest are accounted for at FVTPL. All derivative financial instruments fall into this category, except for those designated and effective as hedging instruments, for which the hedge accounting requirements apply.

Assets in this category are measured at fair value with gains or losses recognised in profit or loss. The fair values of financial assets in this category are determined by reference to active market transactions or using a valuation technique where no active market exists.

**Financial assets classified as available for sale  
(AFS) under PSAK 55 (Comparative periods)**

AFS financial assets are non-derivative financial assets that are either designated to this category or do not qualify for inclusion in any of the other categories of financial assets (FVTPL or held to maturity and loans and receivables). The Group's AFS financial assets include listed equity securities.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**g. Instrumen Keuangan (Lanjutan)**

**Pengukuran selanjutnya aset keuangan  
(Lanjutan)**

Aset keuangan yang diklasifikasikan sebagai  
tersedia untuk dijual (AFS) berdasarkan PSAK  
55 (Periode Komparatif) (Lanjutan)

Semua aset keuangan AFS diukur pada nilai wajar. Keuntungan dan kerugian diakui dalam penghasilan komprehensif lain dan dilaporkan dalam cadangan AFS didalam ekuitas, kecuali pendapatan bunga dan dividen, kerugian penurunan nilai, dan selisih kurs mata uang asing atas aset moneter, yang diakui dalam laba rugi.

Pada saat aset dilepaskan atau ditentukan penurunan nilainya, keuntungan atau kerugian kumulatif yang diakui dalam penghasilan komprehensif lain direklasifikasi dari cadangan ekuitas ke laba rugi. Bunga dihitung dengan menggunakan metode bunga efektif dan dividen diakui dalam laporan laba rugi dalam pendapatan keuangan.

**Klasifikasi dan pengukuran selanjutnya  
liabilitas keuangan**

Karena akuntansi untuk liabilitas keuangan sebagian besar tetap sama menurut PSAK 71 dibandingkan dengan PSAK 55, liabilitas keuangan Grup tidak terpengaruh oleh penerapan PSAK 71. Namun, untuk kelengkapan, kebijakan akuntansi diungkapkan di bawah ini.

Liabilitas keuangan Grup mencakup pinjaman, obligasi, utang dagang dan lainnya.

Liabilitas keuangan pada awalnya diukur pada nilai wajar, dan, jika relevan, disesuaikan dengan biaya transaksi kecuali Grup menetapkan liabilitas keuangan pada nilai wajar melalui laporan laba rugi.

Liabilitas keuangan selanjutnya diukur pada biaya perolehan diamortisasi menggunakan metode bunga efektif kecuali untuk derivatif dan liabilitas keuangan yang ditetapkan pada FVTPL, yang selanjutnya diukur pada nilai wajar dengan keuntungan atau kerugian yang diakui dalam laba rugi (selain instrumen keuangan derivatif yang telah ditetapkan dan efektif sebagai instrumen lindung nilai).

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**g. Financial Instruments (Continued)**

**Subsequent measurement of financial  
assets (Continued)**

Financial assets classified as available for sale  
(AFS) under PSAK 55 (Comparative periods)  
(Continued)

All AFS financial assets were measured at fair value. Gains and losses were recognised in other comprehensive income and reported within the AFS reserve within equity, except for interest and dividend income, impairment losses and foreign exchange differences on monetary assets, which are recognised in profit or loss.

When the asset was disposed of or was determined to be impaired, the cumulative gain or loss recognised in other comprehensive income was reclassified from the equity reserve to profit or loss. Interest calculated using the effective interest method and dividends were recognised in profit or loss within finance income.

**Classification and subsequent  
measurement of financial liabilities**

As the accounting for financial liabilities remains largely the same under PSAK 71 compared to PSAK 55, the Group's financial liabilities were not impacted by the adoption of PSAK 71. However, for completeness, the accounting policy is disclosed below.

The Group's financial liabilities include borrowings, bonds, trade and other payables.

Financial liabilities are initially measured at fair value, and, where applicable, adjusted for transaction costs unless the Group designated a financial liability at fair value through profit or loss.

Financial liabilities are measured subsequently at amortised cost using the effective interest method except for derivatives and financial liabilities designated at FVTPL, which are carried subsequently at fair value with gains or losses recognised in profit or loss (other than derivative financial instruments that are designated and effective as hedging instruments).

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(Lanjutan)**

**g. Instrumen Keuangan (Lanjutan)**

**Klasifikasi dan pengukuran selanjutnya  
liabilitas keuangan (Lanjutan)**

**Metode suku bunga efektif**

Metode suku bunga efektif adalah metode yang digunakan untuk menghitung biaya perolehan diamortisasi dari liabilitas keuangan dan metode untuk mengalokasikan biaya bunga selama periode yang relevan. Suku bunga efektif adalah suku bunga yang secara tepat mendiskontokan estimasi pembayaran kas masa depan (mencakup seluruh komisi dan bentuk lain yang dibayarkan dan diterima oleh para pihak dalam kontrak yang merupakan bagian yang tak terpisahkan dari suku bunga efektif, biaya transaksi dan premium dan diskonto lainnya) selama perkiraan umur liabilitas keuangan, atau (jika lebih tepat) digunakan periode yang lebih singkat untuk memperoleh nilai tercatat bersih dari liabilitas keuangan pada saat pengakuan awal.

**Penurunan nilai aset keuangan**

Persyaratan penurunan nilai PSAK 71 menggunakan lebih banyak informasi forward-looking untuk mengakui kerugian kredit ekspektasian - 'model kerugian kredit ekspektasian (ECL)'. Ini menggantikan 'model kerugian yang telah terjadi' dalam PSAK 55. Instrumen dalam ruang lingkup persyaratan baru termasuk pinjaman dan aset keuangan jenis utang lainnya yang diukur pada biaya perolehan diamortisasi, piutang usaha, aset kontrak yang diakui dan diukur berdasarkan PSAK 72 dan komitmen pinjaman.

Grup mengakui penyisihan kerugian untuk kerugian kredit ekspektasian ("ECL") atas piutang usaha dan piutang lain-lain. Nilai kerugian kredit ekspektasian diperbarui pada tanggal pelaporan untuk mencerminkan perubahan risiko kredit sejak pengakuan awal masing-masing aset keuangan.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**g. Financial Instruments (Continued)**

**Classification and subsequent  
measurement of financial liabilities  
(Continued)**

**Effective interest method**

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments (including all fees and points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial liability, or (where appropriate) a shorter period to the net carrying amount on initial recognition.

**Impairment of financial assets**

PSAK 71's impairment requirements use more forward-looking information to recognise expected credit losses – the 'expected credit loss (ECL) model'. This replaces PSAK 55's 'incurred loss model'. Instruments within the scope of the new requirements included loans and other debt-type financial assets measured at amortised cost, trade receivables, contract assets recognised and measured under PSAK 72 and loan commitments.

The Group recognizes a loss allowance for expected credit losses ("ECL") on trade and other accounts receivable. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial assets.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**g. Instrumen Keuangan (Lanjutan)**

**Penurunan nilai aset keuangan (Lanjutan)**

Pengakuan kerugian kredit tidak lagi bergantung pada saat Grup pertama kali mengidentifikasi peristiwa kerugian kredit. Sebaliknya, Grup mempertimbangkan berbagai informasi yang lebih luas ketika menilai risiko kredit dan mengukur kerugian kredit ekspektasian, termasuk peristiwa masa lalu, kondisi saat ini, prakiraan yang wajar dan dapat didukung yang mempengaruhi kolektibilitas yang diharapkan dari arus kas masa depan dari instrumen tersebut.

Kerugian kredit adalah selisih antara seluruh arus kas kontraktual yang jatuh tempo kepada entitas sesuai dengan kontrak dan seluruh arus kas yang diperkirakan diterima entitas, didiskontokan dengan suku bunga efektif awal (atau suku bunga efektif yang disesuaikan dengan kredit untuk aset keuangan yang dibeli atau yang berasal dari aset keuangan memburuk). Entitas mengestimasi arus kas dengan mempertimbangkan seluruh persyaratan kontraktual dari instrumen keuangan selama perkiraan umur dari instrumen keuangan tersebut. Arus kas yang dipertimbangkan termasuk arus kas dari penjualan agunan yang dimiliki atau peningkatan kredit lainnya yang merupakan bagian yang tidak terpisahkan dari persyaratan kontraktual.

Terdapat praduga bahwa perkiraan umur dari instrumen keuangan dapat diestimasi dengan andal. Akan tetapi, dalam kasus yang jarang terjadi, apabila tidak mungkin untuk mengestimasi perkiraan umur instrumen keuangan dengan andal, entitas menggunakan sisa persyaratan kontraktual dari instrumen keuangan. Pengukuran kerugian kredit ekspektasian ditentukan oleh estimasi probabilitas tertimbang kerugian kredit selama perkiraan umur instrumen keuangan.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**g. Financial Instruments (Continued)**

**Impairment of financial assets (Continued)**

*Recognition of credit losses is no longer dependent on the Group first identifying a credit loss event. Instead the Group considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument.*

*Credit loss are the difference between all contractual cash flows that are due to an entity in accordance with the contract and all the cash flows that the entity expects to receive (ie all cash shortfalls), discounted at the original effective interest rate (or credit adjusted effective interest rate for purchased or originated credit-impaired financial assets). An entity shall estimate cash flows by considering all contractual terms of the financial instrument through the expected life of that financial instrument. The cash flows that are considered shall include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.*

*There is a presumption that the expected life of a financial instrument can be estimated reliably. However, in those rare cases when it is not possible to reliably estimate the expected life of a financial instrument, the entity shall use the remaining contractual term of the financial instrument. Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument.*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**g. Instrumen Keuangan (Lanjutan)**

**Penurunan nilai aset keuangan (Lanjutan)**

Grup menggunakan pendekatan yang disederhanakan dalam akuntansi untuk piutang usaha dan piutang lain-lain, piutang sewa serta aset kontrak dan mencatat penyisihan kerugian sebagai kerugian kredit ekspektasian sepanjang umurnya. Ini adalah perkiraan kekurangan arus kas kontraktual, dengan mempertimbangkan potensi gagal bayar pada titik mana pun selama umur instrumen keuangan. Dalam menghitung, Grup menggunakan pengalaman historisnya, indikator eksternal dan informasi forward-looking untuk menghitung kerugian kredit ekspektasian dengan menggunakan matriks provisi.

Grup menilai penurunan nilai secara kolektif karena mereka memiliki karakteristik risiko kredit yang dikelompokkan berdasarkan hari jatuh tempo.

**Penurunan nilai aset keuangan sebelumnya  
berdasarkan PSAK 55**

Pada tahun sebelumnya, penurunan nilai piutang didasarkan pada model kerugian yang telah terjadi. Piutang yang signifikan secara individual dipertimbangkan untuk penurunan nilai ketika telah lewat jatuh tempo atau ketika bukti obyektif lain diterima bahwa debitur tertentu akan gagal bayar, sebagai akibat dari satu atau lebih peristiwa yang terjadi setelah pengakuan awal aset keuangan, estimasi arus kas masa depan investasi menjadi terpengaruh.

Piutang yang tidak diturunkan nilainya secara individual direview penurunan nilainya secara kelompok yang ditentukan dengan mengacu pada industri dan wilayah debitur serta karakteristik risiko kredit bersama lainnya. Estimasi kerugian penurunan nilai kemudian didasarkan pada tingkat default debitur historis terkini untuk setiap grup yang diidentifikasi.

Untuk investasi ekuitas AFS yang tercatat dan tidak tercatat di bursa, penurunan yang signifikan atau jangka panjang dalam nilai wajar dari instrumen ekuitas di bawah biaya perolehannya dianggap sebagai bukti obyektif terjadinya penurunan nilai.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**g. Financial Instruments (Continued)**

**Impairment of financial assets (Continued)**

The Group makes use of a simplified approach in accounting for trade and other receivables as well as contract assets and records the loss allowance as lifetime expected credit losses. These are the expected shortfalls in contractual cash flows, considering the potential for default at any point during the life of the financial instrument. In calculating, the Group uses its historical experience, external indicators and forward-looking information to calculate the expected credit losses using a provision matrix.

The Group assess impairment on a collective basis as they possess shared credit risk characteristics, they have been grouped based on the days past due.

**Previous financial asset impairment under  
PSAK 55**

In the prior year, the impairment of trade receivables was based on the incurred loss model. Individually significant receivables were considered for impairment when they were past due or when other objective evidence was received that a specific debtor will default, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows of the investment have been affected.

Receivables that were not considered to be individually impaired were reviewed for impairment in groups, which are determined by reference to the industry and region of the debtor and other shared credit risk characteristics. The impairment loss estimate was then based on recent historical debtor default rates for each identified group.

For listed and unlisted equity investments classified as AFS, a significant or prolonged decline in the fair value of the security below its cost is considered to be objective evidence of impairment.



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(Lanjutan)**

**g. Instrumen Keuangan (Lanjutan)**

**Penurunan nilai aset keuangan (Lanjutan)**

**Penurunan nilai aset keuangan sebelumnya  
berdasarkan PSAK 55 (Lanjutan)**

Bukti obyektif penurunan nilai termasuk sebagai berikut:

- kesulitan keuangan signifikan yang dialami penerbit atau pihak peminjam; atau
- pelanggaran kontrak, seperti terjadinya wanprestasi atau tunggakan pembayaran pokok atau bunga; atau
- terdapat kemungkinan bahwa pihak peminjam akan dinyatakan pailit atau melakukan reorganisasi keuangan; atau
- hilangnya pasar aktif dari aset keuangan akibat kesulitan keuangan

Untuk aset keuangan yang diukur pada biaya perolehan diamortisasi, jumlah kerugian penurunan nilai merupakan selisih antara jumlah tercatat aset keuangan dengan nilai kini dari estimasi arus kas masa depan yang didiskontokan menggunakan suku bunga efektif awal dari aset keuangan.

Jika, pada periode berikutnya, jumlah kerugian penurunan nilai berkurang dan pengurangan tersebut dapat dikaitkan secara obyektif dengan peristiwa yang terjadi setelah penurunan nilai diakui, kerugian penurunan nilai yang diakui sebelumnya dibalik melalui laba rugi hingga nilai tercatat investasi pada tanggal pemulihan penurunan nilai, sepanjang nilainya tidak melebihi biaya perolehan diamortisasi sebelum pengakuan kerugian penurunan nilai dilakukan.

Jika aset keuangan AFS dianggap menurun nilainya, keuntungan atau kerugian kumulatif yang sebelumnya telah diakui dalam ekuitas direklasifikasi ke laba rugi.

Dalam hal efek ekuitas AFS, kerugian penurunan nilai yang sebelumnya diakui dalam laba rugi tidak boleh dibalik melalui laba rugi. Setiap kenaikan nilai wajar setelah penurunan nilai diakui secara langsung ke penghasilan komprehensif lain.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**g. Financial Instruments (Continued)**

**Impairment of financial assets (Continued)**

**Previous financial asset impairment under  
PSAK 55 (Continued)**

Objective evidence of impairment could include:

- significant financial difficulty of the issuer or counterparty; or
- breach of contract, such as default or delinquency in interest or principal payments; or
- it becoming probable that the borrower will enter bankruptcy or financial re-organisation; or
- the disappearance of an active market for that financial asset because of financial difficulties.

For financial assets carried at amortised cost, the amount of the impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate.

When in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through profit or loss to the extent that the carrying amount of the investment at the date the impairment is reversed does not exceed what the amortised cost would have been had the impairment not been recognised.

When an AFS financial asset is considered to be impaired, cumulative gains or losses previously recognised in equity are reclassified to profit or loss.

In respect of AFS equity investments, impairment losses previously recognised in profit or loss are not reversed through profit or loss. Any increase in fair value subsequent to an impairment loss is recognised directly in other comprehensive income.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**g. Instrumen Keuangan (Lanjutan)**

**Penurunan nilai aset keuangan (Lanjutan)**

Penurunan nilai aset keuangan sebelumnya  
berdasarkan PSAK 55 (Lanjutan)

Sehubungan dengan efek utang AFS, kerugian penurunan nilai dibalik melalui laba rugi jika kenaikan nilai wajar investasi dapat dikaitkan secara obyektif dengan peristiwa yang terjadi setelah pengakuan kerugian penurunan nilai.

**Penghentian pengakuan liabilitas keuangan**

Grup menghentikan pengakuan liabilitas keuangan jika, dan hanya jika, kewajiban Grup telah selesai, dibatalkan atau telah kedaluwarsa. Selisih antara nilai tercatat liabilitas keuangan yang dihentikan pengakuannya dan imbalan yang dibayarkan dan yang harus dibayar diakui dalam laporan laba rugi.

Ketika Grup menukar dengan pemberi pinjaman yang ada, satu instrumen utang menjadi instrumen utang lainnya dengan persyaratan yang secara substansial berbeda, pertukaran tersebut dicatat sebagai pengakhiran liabilitas keuangan awal dan pengakuan liabilitas keuangan baru. Demikian pula, Grup mencatat modifikasi substansial atas persyaratan suatu liabilitas yang ada atau bagian darinya sebagai pengakhiran dari liabilitas keuangan awal dan pengakuan liabilitas yang baru.

Diasumsikan bahwa persyaratan tersebut berbeda secara substansial jika didiskontokan nilai sekarang dari arus kas dalam persyaratan baru, termasuk biaya yang dibayarkan setelah dikurangi biaya yang diterima dan didiskon menggunakan suku bunga efektif awal setidaknya 10 persen berbeda dari nilai sekarang yang didiskontokan dari arus kas yang tersisa dari liabilitas keuangan awal. Jika modifikasinya tidak substansial, perbedaan antara: (1) nilai tercatat liabilitas sebelum modifikasi; dan (2) nilai kini arus kas setelah modifikasi diakui dalam laba rugi sebagai keuntungan atau kerugian modifikasi dalam keuntungan dan kerugian lainnya.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**g. Financial Instruments (Continued)**

**Impairment of financial assets (Continued)**

Previous financial asset impairment under  
PSAK 55 (Continued)

*In respect of AFS debt securities, impairment losses are subsequently reversed through profit or loss if an increase in the fair value of the investment can be objectively relate to an event occurring after the recognition of the impairment loss.*

**Derecognition of financial liabilities**

*The Group derecognises financial liabilities when, and only when, the Group's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.*

*When the Group exchanges with the existing lender one debt instrument into another one with the substantially different terms, such exchange is accounted for as an extinguishment of the original financial liability and the recognition of a new financial liability. Similarly, the Group accounts for substantial modification of terms of an existing liability or part of it as an extinguishment of the original financial liability and the recognition of a new liability.*

*It is assumed that the terms are substantially different if the discounted present value of the cash flows under the new terms, including any fees paid net of any fees received and discounted using the original effective rate is at least 10 per cent different from the discounted present value of the remaining cash flows of the original financial liability. If the modification is not substantial, the difference between: (1) the carrying amount of the liability before the modification; and (2) the present value of the cash flows after modification is recognised in profit or loss as the modification gain or loss within other gains and losses.*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**h. Saling hapus antar Aset Keuangan dan  
Liabilitas Keuangan**

Aset keuangan dan liabilitas keuangan disalinghapuskan dan nilai netonya disajikan dalam laporan posisi keuangan konsolidasian jika grup saat ini memiliki hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus atas jumlah yang telah diakui; dan berintens untuk menyelesaikan secara neto atau untuk merealisasikan aset dan menyelesaikan liabilitasnya secara simultan. Hak saling hapus dapat ada pada saat ini dari pada bersifat kontinjen atas terjadinya suatu peristiwa di masa depan dan harus dieksekusi oleh pihak lawan, baik dalam situasi bisnis normal dan dalam peristiwa gagal bayar, peristiwa kepailitan atau kebangkrutan.

**i. Kas dan Setara Kas**

Pada laporan arus kas konsolidasian, kas dan setara kas terdiri dari kas, bank dan instrumen yang dapat diklasifikasikan sebagai setara kas, antara lain:

- a. deposito berjangka yang jatuh tempo dalam 3 (tiga) bulan atau kurang dari tanggal penempatannya dan tidak dijaminkan serta tidak dibatasi penggunaannya (termasuk deposit on call); dan
- b. instrumen pasar uang yang diperoleh dan dapat dicairkan dalam jangka waktu tidak lebih dari 3 (tiga) bulan.

Deposito berjangka yang dijadikan jaminan untuk bank garansi tidak diklasifikasikan sebagai dari "Kas dan Setara Kas". Kas dan deposito berjangka ini disajikan sebagai bagian dari "Aset Keuangan Lancar Lainnya" atau "Aset Keuangan Tidak Lancar Lainnya".

**j. Investasi pada Entitas Asosiasi dan Ventura Bersama**

Entitas asosiasi adalah suatu entitas dimana Grup mempunyai pengaruh yang signifikan. Pengaruh signifikan adalah kekuasaan untuk berpartisipasi dalam keputusan kebijakan keuangan dan operasional investee tetapi tidak mengendalikan atau mengendalikan bersama atas kebijakan tersebut. Ventura bersama adalah pengaturan bersama yang para pihaknya memiliki pengendalian bersama atas pengaturan memiliki hak atas aset neto dari pengaturan tersebut. Pengendalian bersama adalah persetujuan kontraktual untuk berbagi pengendalian atas suatu pengaturan, yang ada hanya ketika keputusan tentang aktivitas relevan mensyaratkan persetujuan dengan suara bulat dari seluruh pihak yang berbagi pengendalian.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**h. Netting of Financial Assets and Financial  
Liabilities**

*Financial assets and financial liabilities are off-set and the net amount presented in the consolidated statement of financial position when the group has currently a legally enforceable right to set off the recognised amounts; and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously. A right to set-off must be available today rather than being contingent on a future event and must be exercisable by any of the counterparties, both in the normal course of business and in the event of default, insolvency or bankruptcy.*

**i. Cash and Cash Equivalents**

*Cash and cash equivalents consist of cash on hand, in bank accounts and instruments that can be classified as cash equivalents include:*

- a. *time deposits with original maturities of three (3) months or less from the date of placement and is not used as collateral and unrestricted (including deposits on call); and*
- b. *market instruments and can be liquidated within a period of not more than three (3) months.*

*Time deposits used as collateral for bank guarantees are not classified as "Cash and Cash Equivalents". Cash and time deposits is presented as part of "Other Current Financial Assets" or "Other Non-current Financial Assets".*

**j. Investments in Associates and Joint Ventures**

*An associate is an entity over which the Group has significant influence. Significant influence is the power to participate in the financial and operating policy decisions of the investee but is not control or joint control over those policies. A joint venture is arrangement whereby the parties that have joint control of the arrangement have rights to net assets of the joint arrangement. Joint control is the contractually agreed sharing of control of an arrangement, which exists only when decisions about the relevant activities require unanimous consent of the parties sharing control.*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**j. Investasi pada Entitas Asosiasi dan Ventura  
Bersama (Lanjutan)**

Penghasilan operasi dan aset dan liabilitas dari entitas asosiasi digabungkan dalam laporan keuangan konsolidasian dicatat dengan menggunakan metode ekuitas, kecuali ketika investasi diklasifikasikan sebagai dimiliki untuk dijual, sesuai dengan PSAK 58, Aset Tidak Lancar yang Dimiliki untuk Dijual dan Operasi yang Dihentikan. Investasi pada entitas asosiasi dicatat di laporan posisi keuangan konsolidasian sebesar biaya perolehan dan selanjutnya disesuaikan untuk perubahan dalam bagian kepemilikan Grup atas aset bersih entitas asosiasi yang terjadi setelah perolehan, dikurangi dengan penurunan nilai yang ditentukan untuk setiap investasi secara individu.

Bagian Grup atas kerugian entitas asosiasi yang melebihi nilai tercatat dari investasi (yang mencakup semua kepentingan jangka panjang, secara substansi, merupakan bagian dari Grup dan nilai investasi bersih entitas anak dalam entitas asosiasi) diakui hanya sebatas bahwa Grup telah mempunyai kewajiban hukum atau kewajiban konstruktif atau melakukan pembayaran atas kewajiban entitas asosiasi atau ventura bersama.

Investasi pada entitas asosiasi atau ventura bersama dicatat dengan menggunakan metode ekuitas dari tanggal pada saat *investee* menjadi entitas asosiasi atau ventura bersama. Setiap kelebihan biaya perolehan investasi atas bagian Grup atas nilai wajar bersih dari aset yang teridentifikasi, liabilitas dan liabilitas kontinjen dari entitas asosiasi atau ventura bersama yang diakui pada tanggal akuisisi, diakui sebagai goodwill. Goodwill termasuk dalam jumlah tercatat investasi, dan diuji penurunan nilai sebagai bagian dari investasi. Setiap kelebihan dari kepemilikan Grup dari nilai wajar bersih dari aset yang teridentifikasi, liabilitas dan liabilitas kontinjen atas biaya perolehan investasi, sesudah pengujian kembali segera diakui di dalam laba rugi pada periode di mana investasinya.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**j. Investments in Associates and Joint  
Ventures (Continued)**

*The results of operations and assets and liabilities of associates or joint ventures are incorporated in these consolidated financial statements using the equity method of accounting, except when the investment, or a portion thereof, is classified as held for sale, in which case it is accounted for in accordance with PSAK 58 Non-current Assets Held for Sale and Discontinued Operations. Under the equity method, an investment in an associate or a joint venture is initially recognized in the consolidated statement of financial position at cost and adjusted thereafter to recognize the Group's share of the profit or loss and other comprehensive income of the associate or joint venture.*

*When the Group's share of losses of an associate or a joint venture exceeds the Group's interest in that associate or joint venture (which includes any long-term interests that, in substance, form part of the Group's net investment in the associate or joint venture), the Group discontinues recognizing its share of further losses. Additional losses are recognized only to the extent that the Group has incurred legal or constructive obligations or made payments on behalf of the associate or joint venture.*

*An investment in an associate or a joint venture is accounted for using the equity method from the date on which the investee becomes an associate or a joint venture. Any excess of the cost of the acquisition over the Group's share of the net fair value of the identifiable assets, liabilities and contingent liabilities of the investee is recognized as goodwill, which is included within the carrying amount of the investment. Any excess of the Group's share of the net fair value of the identifiable assets, liabilities and contingent liabilities over the cost of the acquisition, after reassessment, is recognized immediately in profit or loss in the period in which the investment is acquired.*



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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**j. Investasi pada Entitas Asosiasi dan Ventura  
Bersama (Lanjutan)**

Persyaratan dalam PSAK 48 Penurunan Nilai Aset ("PSAK 48"), diterapkan untuk menentukan apakah perlu untuk mengakui setiap penurunan nilai sehubungan dengan investasi pada entitas asosiasi atau ventura bersama. Bila diperlukan, jumlah tercatat investasi (termasuk goodwill) diuji penurunan nilai sesuai dengan PSAK 48, sebagai suatu aset tunggal dengan membandingkan antara jumlah terpulihkan (mana yang lebih tinggi antara nilai pakai dan nilai wajar dikurangi biaya pelepasan) dengan jumlah tercatatnya. Rugi penurunan nilai diakui langsung pada nilai tercatat investasi. Setiap pembalikan dari penurunan nilai diakui sesuai dengan PSAK 48 sepanjang jumlah terpulihkan dari investasi tersebut kemudian meningkat.

Grup menghentikan penggunaan metode ekuitas dari tanggal ketika investasinya berhenti menjadi investasi pada entitas asosiasi atau ventura bersama atau ketika investasi diklasifikasi sebagai dimiliki untuk dijual. Ketika Grup mempertahankan kepentingan dalam entitas asosiasi atau ventura bersama terdahulu dan sisa kepentingan adalah aset keuangan, Grup mengukur setiap sisa kepentingan pada nilai wajar pada tanggal tersebut dan nilai wajar dianggap sebagai nilai wajarnya pada saat pengakuan awal sesuai dengan PSAK 71.

Selisih antara jumlah tercatat entitas asosiasi atau ventura bersama pada tanggal metode ekuitas dihentikan penggunaannya, dan nilai wajar setiap investasi yang tersisa dan setiap hasil dari pelepasan bagian kepentingan dalam entitas asosiasi atau ventura bersama termasuk dalam penentuan keuntungan atau kerugian pelepasan dari entitas asosiasi atau ventura bersama. Selanjutnya, Grup mencatat seluruh jumlah yang sebelumnya telah diakui dalam penghasilan komprehensif lain yang terkait dengan entitas asosiasi atau ventura bersama tersebut dengan menggunakan dasar perlakuan yang sama dengan yang disyaratkan jika entitas asosiasi atau ventura bersama telah melepaskan secara langsung aset dan liabilitas yang terkait. Oleh karena itu, jika keuntungan atau kerugian yang sebelumnya diakui dalam penghasilan komprehensif lain oleh entitas asosiasi atau ventura bersama akan direklasifikasi ke laba rugi pada saat pelepasan dari aset atau liabilitas terkait, Grup mereklasifikasi laba rugi dari ekuitas ke laba rugi (sebagai penyesuaian reklasifikasi) entitas asosiasi atau ventura bersama ketika metode ekuitas dihentikan penggunaannya.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**j. Investments in Associates and Joint  
Ventures (Continued)**

*The requirements of PSAK 48 Impairment of Assets ("PSAK 48") are applied to determine whether it is necessary to recognize any impairment loss with respect to the Group's investment in an associate or a joint venture. When necessary, the entire carrying amount of the investment (including goodwill) is tested for impairment in accordance with PSAK 48, as a single asset by comparing its recoverable amount (higher of value in use and fair value less costs to sell) with its carrying amount. Any impairment loss recognized forms part of the carrying amount of the investment. Any reversal of that impairment loss is recognized in accordance with PSAK 48 to the extent that the recoverable amount of the investment subsequently increases.*

*The Group discontinues the use of the equity method from the date when the investment ceases to be an associate or a joint venture, or when the investment is classified as held for sale. When the Group retains an interest in the former associate or joint venture and the retained interest is a financial asset, the Group measures the retained interest at fair value at that date and the fair value is regarded as its fair value on initial recognition in accordance with PSAK 71.*

*The difference between the carrying amount of the associate or joint venture at the date the equity method was discontinued, and the fair value of any retained interest and any proceeds from disposing of a part interest in the associate or joint venture is included in the determination of the gain or loss on disposal of the associate or joint venture. In addition, the Group accounts for all amounts previously recognized in other comprehensive income in relation to that associate or joint venture on the same basis as would be required if that associate or joint venture had directly disposed of the related assets or liabilities. Therefore, if a gain or loss previously recognized in other comprehensive income by that associate or joint venture would be reclassified to profit or loss on the disposal of the related assets or liabilities, the Group reclassifies the gain or loss from equity to profit or loss (as a reclassification adjustment) when the equity method is discontinued.*



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**j. Investasi pada Entitas Asosiasi dan Ventura  
Bersama (Lanjutan)**

Grup melanjutkan penerapan metode ekuitas jika investasi pada entitas asosiasi menjadi investasi pada ventura bersama atau investasi pada ventura bersama menjadi investasi pada entitas asosiasi. Tidak terdapat pengukuran kembali ke nilai wajar pada saat perubahan kepentingan.

Ketika Grup mengurangi kepemilikannya di entitas asosiasi atau ventura bersama tetapi Grup terus menggunakan metode ekuitas, Grup mereklasifikasi ke dalam laba rugi proporsi keuntungan atau kerugian yang sebelumnya telah diakui dalam penghasilan komprehensif lain yang berkaitan dengan penurunan kepemilikan (jika keuntungan atau kerugian tersebut akan direklasifikasi ke laba rugi atas pelepasan aset atau liabilitas terkait).

Ketika Grup melakukan transaksi dengan entitas asosiasi atau ventura bersama keuntungan dan kerugian yang timbul dari transaksi dengan entitas asosiasi diakui dalam laporan keuangan konsolidasian Grup hanya sepanjang kepemilikan dalam entitas asosiasi atau ventura bersama yang tidak terkait dengan Grup.

Grup menerapkan PSAK 71, termasuk persyaratan penurunan nilai, untuk kepentingan jangka panjang dalam entitas asosiasi atau ventura bersama ketika metode ekuitas tidak diterapkan dan yang merupakan bagian dari investasi neto pada *investee*. Selanjutnya, dalam menerapkan PSAK 71 untuk kepentingan jangka panjang, Grup tidak memperhitungkan penyesuaian nilai tercatat yang disyaratkan oleh PSAK 15 (misalnya, penyesuaian nilai tercatat kepentingan jangka panjang yang timbul dari alokasi kerugian *investee* atau penilaian penurunan nilai berdasarkan PSAK 15).

**k. Persediaan**

Persediaan dinyatakan berdasarkan biaya perolehan atau nilai realisasi bersih, mana yang lebih rendah. Biaya perolehan ditentukan dengan metode rata-rata tertimbang. Nilai realisasi bersih merupakan taksiran harga jual persediaan dikurangi taksiran biaya penyelesaian dan biaya yang diperlukan untuk menjual.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**j. Investments in Associates and Joint  
Ventures (Continued)**

*The Group continues to use the equity method when an investment in an associate becomes an investment in a joint venture or an investment in a joint venture becomes an investment in an associate. There is no remeasurement to fair value upon such changes in ownership interests.*

*When the Group reduces its ownership interest in an associate or a joint venture but the Group continues to use the equity method, the Group reclassifies to profit or loss the proportion of the gain or loss that had previously been recognized in other comprehensive income relating to that reduction in ownership interest (if that gain or loss would be reclassified to profit or loss on the disposal of the related assets or liabilities).*

*When a group entity transacts with an associate or a joint venture of the Group, profit and losses resulting from the transactions with the associate or joint venture are recognized in the Group's consolidated financial statements only to the extent of interests in the associate or joint venture that are not related to the Group.*

*The Group applies PSAK 71, including the impairment requirements, to long-term interests in an associate or joint venture to which the equity method is not applied and which form part of the net investment in the investee. Furthermore, in applying PSAK 71 to long-term interests, the Group does not take into account adjustments to their carrying amount required by PSAK 15 (i.e. adjustments to the carrying amount of long-term interests arising from the allocation of losses of the investee or assessment of impairment in accordance with PSAK 15).*

**k. Inventories**

*Inventories are stated at the lower of cost and net realizable value. Cost is determined using the weighted average method. Net realizable value is the estimated selling price in the ordinary course of business less all estimated costs of completion and costs necessary to make the sale.*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**k. Persediaan (Lanjutan)**

Penyisihan atas persediaan usang ditentukan berdasarkan hasil penelaahan terhadap keadaan persediaan pada tanggal laporan posisi keuangan.

Penurunan nilai persediaan akibat nilai realisasi bersih lebih rendah daripada biaya perolehan diakui sebagai kerugian pada periode berjalan.

Persediaan rusak, alat induknya sudah tidak ada atau secara ekonomis tidak dapat digunakan dipisahkan penyajiannya ke dalam kelompok "aset tidak lancar lainnya".

**l. Properti Investasi**

Properti investasi adalah properti (tanah atau bangunan atau bagian dari suatu bangunan atau keduanya) untuk menghasilkan rental atau untuk kenaikan nilai atau keduanya.

Properti investasi diukur sebesar biaya perolehan yang meliputi harga pembelian dan biaya-biaya yang dapat diatribusikan secara langsung.

Properti investasi mencakup juga properti dalam proses pembangunan dan akan digunakan sebagai properti investasi setelah selesai. Akumulasi biaya perolehan dan biaya pembangunan (termasuk biaya pinjaman yang terjadi) diamortisasi pada saat selesai dan siap untuk digunakan.

Penyusutan dihitung dengan menggunakan metode garis lurus berdasarkan taksiran masa manfaat ekonomis dari fasilitas bangunan adalah 20 tahun.

Tanah dinyatakan berdasarkan biaya perolehan dan tidak disusutkan.

Masa manfaat ekonomis, nilai residu dan metode penyusutan direviu setiap akhir tahun dan pengaruh dari setiap perubahan estimasi tersebut berlaku prospektif.

Properti investasi disusutkan dengan metode garis lurus selama estimasi masa manfaatnya.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**k. Inventories (Continued)**

*The allowance for the obsolete inventories is determined using the periodic review on the condition of the inventory on the statements of financial position date.*

*Decline in the value of inventories due to net realizable value is lower than the cost of acquisition is recognized as a loss in the current period.*

*Defective Inventories, there is no main asset or economically can not be used are presented in the "other non-current assets".*

**l. Investment Properties**

*Investment properties are properties (land or a building or part of a building or both) held to earn rentals or for capital appreciation or both.*

*Investment properties are measured at cost that includes the purchase price and directly attributable costs.*

*Investment properties include properties in the process of development and will be used as investment property after completion. Accumulated acquisition and development costs (including borrowing costs incurred) are amortized when completed and ready for use.*

*Depreciation is computed using the straight-line method based on the estimated useful life of building facilities which is 20 years.*

*Land is stated at cost and is not depreciated.*

*The estimated useful lives, residual values and depreciation method are reviewed at each year end, with the effect of any changes in estimate accounted for on a prospective basis.*

*Investment properties are depreciated using the straight-line method over their estimated useful lives.*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**l. Properti Investasi (lanjutan)**

Properti investasi dihentikan pengakuannya pada saat dilepaskan atau ketika properti investasi tidak digunakan lagi secara permanen dan tidak memiliki manfaat ekonomi masa depan yang diharapkan dari pelepasannya. Keuntungan atau kerugian yang timbul dari penghentian atau pelepasan properti investasi ditentukan dari selisih antara hasil neto pelepasan dan jumlah tercatat aset dan diakui dalam laba rugi pada periode terjadinya penghentian atau pelepasan.

Transfer ke properti investasi dilakukan jika, dan hanya jika, terdapat perubahan penggunaan yang ditunjukkan dengan berakhirnya pemakaian oleh pemilik, dimulainya sewa operasi ke pihak lain. Transfer dari properti investasi dilakukan jika, dan hanya jika, terdapat perubahan penggunaan yang ditunjukkan dengan dimulainya penggunaan oleh pemilik atau dimulainya pengembangan untuk dijual.

**m. Aset Tetap**

Seluruh aset tetap awalnya diakui sebesar biaya perolehan yang terdiri atas harga perolehan dan biaya-biaya tambahan yang dapat diatribusikan langsung untuk membawa aset tersebut ke lokasi dan kondisi yang diinginkan supaya aset tersebut siap digunakan sesuai dengan maksud manajemen.

Aset tetap, selain tanah dan hak atas tanah, dinyatakan sebesar biaya perolehan dikurangi akumulasi penyusutan dan rugi penurunan nilai.

Tanah dinyatakan berdasarkan biaya perolehan dan tidak disusutkan.

Penyusutan dimulai pada saat aset tersebut siap digunakan dan dihitung dengan menggunakan metode garis lurus berdasarkan estimasi umur manfaat ekonomis sebagai berikut:

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**l. Investment Properties (continued)**

*An investment property is derecognized upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognized.*

*Transfers are made to investment properties when, and only when, there is a change in use, evidenced by the end of owner occupation, commencement of an operating lease with another party. Transfers are made from investment properties when, and only when, there is a change in use, evidenced by commencement of owner occupation or commencement of development with a view to sale.*

**m. Property and Equipment**

*All property and equipment are initially recognized at cost which comprises its purchase price and any costs directly attributable in bringing the assets to the location and condition necessary for the assets to be capable of operating in the manner intended by management.*

*Property and equipment, other than land and landrights, are stated at acquisition cost less any accumulated depreciation and any impairment losses.*

*Land is stated at cost and is not depreciated.*

*Depreciation begin when it is available for use and is computed using the straight-line method based on the estimated useful lives of the assets as follows:*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**m. Aset Tetap (Lanjutan)**

**m. Property and Equipment (Continued)**

	Tahun/ Years	
Bangunan Fasilitas Pelabuhan	10 - 50	Building of Port Facilities
Kapal	10 - 20	Boats
Alat-alat Fasilitas Pelabuhan	5 - 20	Tools of Port Facilities
Instalasi Fasilitas Pelabuhan	10 - 25	Installation of Port Facilities
Jalan dan Bangunan	10 - 40	Roads and Buildings
Peralatan	4- 25	Equipment
Kendaraan	5	Vehicle
Emplasemen	3 - 25	Emplacement

Aset hak guna (2019: aset sewa pembiayaan) disusutkan berdasarkan taksiran masa manfaat ekonomis yang sama dengan aset yang dimiliki sendiri atau disusutkan selama jangka waktu yang lebih pendek antara periode masa sewa dan umur manfaatnya.

*Right of use assets (2019: assets held under finance leases) are depreciated over their expected useful lives on the same basis as owned assets or where shorter, the term of the relevant lease.*

Grup menerapkan besaran nilai residu setiap jenis aset tetapnya yaitu 2% dari biaya perolehan, kecuali aset tetap kendaraan 20% dari biaya perolehan, dan paling rendah Rp 1.000.000.

*The Group applies the residual value of each type of fixed asset at 2% of the acquisition cost, except the vehicle's 20% of the cost, and the lowest Rp 1,000,000.*

Masa manfaat ekonomis, nilai residu dan metode penyusutan direviu setiap akhir tahun dan pengaruh dari setiap perubahan estimasi tersebut berlaku prospektif.

*The estimated useful lives, residual values and depreciation method are reviewed at each year end, with the effect of any changes in estimate accounted for on a prospective basis.*

Aset tetap dihentikan pengakuannya pada saat dilepaskan atau saat tidak ada manfaat ekonomis masa depan yang diharapkan dari penggunaan atau pelepasannya. Laba atau rugi yang timbul dari penghentian pengakuan aset (dihitung sebagai perbedaan antara jumlah neto hasil pelepasan dan jumlah tercatat dari aset) diakui dalam laporan laba rugi pada tahun aset tersebut dihentikan pengakuannya.

*Property and equipment is derecognized upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the year in which the asset is derecognized.*

Beban pemeliharaan dan perbaikan dibebankan pada laba rugi pada saat terjadinya. Biaya-biaya lain yang terjadi selanjutnya yang timbul untuk menambah, mengganti atau memperbaiki aset tetap dicatat sebagai biaya perolehan aset jika dan hanya jika besar kemungkinan manfaat ekonomis di masa depan berkenaan dengan aset tersebut akan mengalir ke entitas dan biaya perolehan aset dapat diukur secara andal.

*The cost of maintenance and repairs is charged to profit or loss as incurred. Other costs incurred subsequently to add to, replace part of, or service an item of property and equipment, are recognized as asset if, and only if it is probable that future economic benefits associated with the item will flow to the entity and the cost of the item can be measured reliably.*

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**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**m. Aset Tetap (Lanjutan)**

**m. Property and Equipment (Continued)**

Batasan kapitalisasi atas pengadaan/pembangunan aset tetap sebagai berikut:

Capitalization limits for procurement/construction of fixed assets as follows:

Jenis aset tetap	Jumlah/ Total	Type of assets
Instalasi fasilitas pelabuhan	30.000.000	Seaport installation facilities
Peralatan	20.000.000	Equipment
Kendaraan	15.000.000	Vehicles
Emplasemen	15.000.000	Emplacement

Biaya konstruksi aset tetap dikapitalisasi sebagai aset dalam pembangunan. Biaya bunga dan biaya pinjaman lain, seperti pinjaman yang digunakan untuk mendanai proses pembangunan aset tertentu, dikapitalisasi sampai dengan saat proses pembangunan tersebut selesai yang dibuktikan dengan Berita Acara Serah Terima Siap Guna (BAST-SG). Biaya-biaya ini direklasifikasi ke akun aset tetap pada saat proses konstruksi atau pemasangan selesai. Penyusutan aset dimulai pada saat aset tersebut siap untuk digunakan, yaitu pada saat aset tersebut berada pada lokasi dan kondisi yang diinginkan agar aset siap digunakan sesuai dengan keinginan dan maksud manajemen. Biaya perolehan atas aset dalam pembangunan termasuk transfer keuntungan dan kerugian selisih kurs yang berkaitan dengan pengadaan aset tersebut.

The costs of the construction of property and equipment that are in progress are capitalized as construction in progress. Interest and other borrowing costs, such as fees on loans used in financing the construction of a qualifying asset, are capitalized up to the date when the construction is completed as evidenced by the Handover Report-Ready For Use (BAST-SG). These costs are reclassified into property and equipment accounts when the construction or installation is complete. Depreciation of an asset begins when it is available for use, i.e. when it is in the location and condition necessary for it to be capable of operating in the manner intended by management. The costs of construction in progress include the transfer of foreign exchange gains and losses of the acquisition of assets.

Suku cadang utama dan peralatan siap pakai diklasifikasikan sebagai aset tetap bila diperkirakan akan digunakan dalam operasi selama lebih dari satu tahun.

Major spare parts and stand-by equipments are classified as fixed assets when they are expected to be used in operations for more than one year.

Masa manfaat dalam mempertahankan kedalaman alur dan kolam pelabuhan tersebut adalah 5 tahun dan sisa masa amortisasi akan dibebankan sekaligus apabila pekerjaan pengerukan tersebut perlu dilakukan kembali.

The useful life of depths obtained on the dredged channels and port waters is 5 years and the remaining amortization period will be expensed off at a point when the dredging works need to be done before that period ends.



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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**m. Aset Tetap (Lanjutan)**

Aset tetap yang tidak memberikan manfaat dalam aktivitas produksi/usahanya atau tidak ada manfaat ekonomis masa depan yang diharapkan dari penggunaan/pelepasannya dikategorikan sebagai aset usul hapus dan disajikan pada kelompok aset tidak lancar lainnya dan dilakukan penurunan nilai sebesar nilai tercatatnya pada saat tidak lagi memberikan manfaat ekonomis masa depan yang diharapkan dari penggunaannya. Penghapusbukuan dan pemindahtanganan aset tetap mengikuti ketentuan yang ditetapkan dalam Peraturan Menteri Negara Badan Usaha Milik Negara Nomor: PER-02/MBU/2010, tentang Tata-cara Penghapusbukuan dan Pemindah-tanganan Aset Tetap Badan Usaha Milik Negara.

Aset tetap usul hapus dihapuskan dari buku bilamana telah mendapat persetujuan penghapusan dari Dewan Komisaris dan/atau Pemegang Saham. Keuntungan atau kerugian yang diperoleh dari hasil penjualan aset tetap usul hapus, diakui pada pendapatan atau beban non usaha.

**n. Aset Takberwujud**

Aset takberwujud Grup terdiri dari aset hak atas tanah, aset hak konsesi, piranti lunak, merk dagang dan biaya ditangguhkan lainnya.

Aset takberwujud yang melekat pada suatu komponen fisik dan bukan merupakan bagian yang signifikan dari suatu aset fisik, diakui sebagai bagian dari aset berwujud dan diperlakukan sebagai aset tetap.

Aset takberwujud dicatat pada biaya perolehannya dikurangi akumulasi amortisasi dan akumulasi rugi penurunan nilai. Aset tak berwujud diamortisasi selama estimasi masa manfaatnya.

Umur manfaat suatu aset takberwujud yang timbul dari hak kontraktual atau hak hukum lainnya tidak boleh melebihi periode hak kontraktual atau hak hukum lainnya tersebut. Akan tetapi, jika hak kontraktual atau hak hukum lainnya tersebut dapat diperbaharui, maka umur manfaat mencakup periode yang diperbaharui, hanya jika terdapat bukti yang mendukung pembaruan yang dilakukan oleh entitas tanpa biaya yang signifikan.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**m. Property and Equipment (Continued)**

*Property and equipment that do not provide benefits in production/business activities or no future economic benefits expected from the use/disposal are categorized as written off assets and presented to other non-current assets and impaired its carrying value at the time when it no longer provide future economic benefits are expected from its use. The write-off and assets transfers of property and equipment followed the regulation stated by the Minister of State-Owned Enterprises No. PER-02/MBU/2010 regarding Procedure for Written-off and alienation of Fixed Assets of State-Owned Company.*

*The proposed property and equipment write off are removed from books when approval has been obtained from the Board of Commissioners and / or Shareholders. Gain or loss realized from the sale such property and equipment are recognized in other income or expense.*

**n. Intangible Assets**

*Intangible assets of the Group consist of land rights, concession rights asset, software, trademark and other deferred charges.*

*Intangible assets embedded to a physical component and are not a significant part of a physical asset, is recognized as part of the tangible asset and treated as property and equipment.*

*Intangible assets are recorded at acquisition cost less accumulated amortization and accumulated impairment losses. Intangible assets are amortized over their useful lives.*

*Useful life of an intangible asset incurred from contractual rights or other legal rights shall not exceed the period of contractual rights or other legal rights. However, if the contractual rights or other legal rights can be renewed, the useful life includes a renewal period, only if there is an evidence to support renewal by the entity without significant cost.*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**n. Aset Takberwujud (Lanjutan)**

Suatu aset takberwujud dihentikan pengakuannya pada saat dilepaskan atau ketika tidak ada lagi manfaat masa depan yang diharapkan dari penggunaan atau pelepasannya.

Laba atau rugi yang timbul dari penghentian pengakuan aset (dihitung sebagai perbedaan antara jumlah neto hasil pelepasan dan jumlah tercatat dari aset) diakui dalam laporan laba rugi pada tahun aset tersebut dihentikan pengakuannya.

Perangkat Lunak

Perangkat lunak merupakan biaya-biaya sehubungan dengan perolehan system perangkat lunak yang diamortisasi dengan menggunakan metode garis lurus berdasarkan estimasi masa manfaat aset tak berwujud selama 7- 10 tahun.

Perpanjangan Hak atas Tanah

Biaya legal pengurusan hak atas tanah pada saat perolehan tanah tersebut diakui sebagai bagian dari biaya perolehan tanah aset tetap dan properti investasi. Biaya pembaruan atau pengurusan perpanjangan hak atas tanah diakui sebagai aset tak berwujud dan diamortisasi selama periode hak atas tanah sebagaimana tercantum dalam kontrak atau umur ekonomis aset, mana yang lebih pendek.

Beban Pengerukan

Pengeluaran beban pengerukan merupakan beban pengerukan kolam sekitar dermaga yang dilakukan dengan mempertimbangkan tingkat sedimentasi/pendangkalan dan volume pengerukannya, yang berdasarkan pertimbangan teknis operasional dilakukan sekurang-kurangnya setiap 5 tahun sekali. Beban pengerukan ini diamortisasi sesuai dengan masa manfaatnya.

Aset Hak Konsesi

Grup menerapkan ISAK 16, "Perjanjian Konsesi Jasa" (ISAK 16) dan ISAK 22, "Perjanjian Konsesi Jasa: Pengungkapan" atas aset hak konsesinya.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**n. Intangible Assets (Continued)**

An intangible asset is derecognized upon disposal or when no future benefits are expected from its use or disposal.

Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is recognized in profit or loss in the year in which the asset is derecognized.

Software

Software represent expenses relating to system software cost and amortize using the straight-line method, based on the estimated useful lives of the assets of 7-10 years.

Renewal of Land Rights

The legal cost of land rights upon acquisition of the land is recognized as part of the cost of land under property, plant and equipment and investment property. The cost of renewal or extension of legal rights on land is recognized as an intangible asset and amortized over the period of land rights as stated in the contract or economic life of the asset, whichever is shorter.

Dredging Expenses

Expenditure on dredging loads represents expense on dredging of ponds around the pier which is carried out by considering the level of sedimentation/ dredging and dredging volume, based on operational technical considerations carried out at least every 5 years. Dredging expenses is amortized based on its useful life.

Concession Asset

The Group has adopted ISAK 16, "Service Concession Arrangement" (ISAK 16) and ISAK 22, "Service Concession Arrangement: Disclosure" for Group's concession asset.

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(Lanjutan)**

**n. Aset Takberwujud (Lanjutan)**

Aset Hak Konsesi (Lanjutan)

ISAK 16 menetapkan prinsip umum dalam mengakui dan mengukur kewajiban dan hak terkait dengan perjanjian konsesi jasa. Hak operator atas infrastruktur tidak dapat diakui sebagai aset tetap operator karena perjanjian jasa kontraktual tidak memberikan hak kepada operator untuk mengendalikan penggunaan infrastruktur jasa publik. Operator memiliki akses untuk mengoperasikan infrastruktur dalam menyediakan jasa publik untuk kepentingan pemberi konsesi sesuai dengan persyaratan yang ditentukan dalam kontrak.

ISAK 22 memberikan panduan spesifik mengenai pengungkapan yang diperlukan atas perjanjian konsesi jasa.

Grup mengakui perjanjian konsesi jasa sebagai aset takberwujud karena Grup menerima hak (lisensi) untuk membebaskan pengguna jasa publik. Pada saat pengakuan awal, aset konsesi dicatat pada nilai wajar dari imbalan yang diterima atau akan diterima. Aset konsesi ini adalah aset hak pengelolaan Terminal Makassar Newport (TMNP) yang akan diamortisasi selama periode aset diharapkan dapat digunakan oleh Perseroan sejak tanggal pengoperasian terminal. Selama masa konstruksi, akumulasi biaya perolehan dan konstruksi TMNP diakui sebagai aset konsesi dalam penyelesaian. Amortisasi mulai dibebankan pada saat aset konsesi tersebut siap digunakan.

Aset konsesi akan dihentikan pengakuannya pada saat berakhirnya masa konsesi. Tidak akan ada keuntungan atau kerugian saat penghentian pengakuan karena aset konsesi diharapkan telah diamortisasi secara penuh, akan diserahkan kepada Otoritas Pelabuhan (OP) dan Pemerintah tanpa syarat. Aset konsesi yang diberikan kepada Grup dapat dipindahkan dengan persetujuan OP dan Pemerintah. Aset konsesi ini akan diserahkan ke OP dan Pemerintah pada saat akhir masa konsesi dan, pada saat itu, seluruh akun yang berhubungan dengan aset konsesi akan dihentikan pengakuannya.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**n. Intangible Assets (Continued)**

Concession Asset (Continued)

ISAK 16 determines general principles on recognizing and measuring the obligation and related right in services concession arrangements. The operator's right over the infrastructure does not recognize as property and equipment of the operator because the contractual service arrangement does not convey the right to control the use the public service infrastructure to the operator. The operator has access to operate the infrastructure to provide the public service on behalf of the grantor in accordance with the terms specified in the contract.

ISAK 22 provides specific guidance for the required disclosures regarding the service concession arrangement.

The Group recognised for its service concession arrangement as an the intangible asset that it receives the right (a license) to charge users of public service. At initial recognition, concession assets are recorded at the fair value of the benefit received or to be received. This concession asset is Terminal Makassar Newport (TMNP) concession rights which are amortized over the period of assets are expected to use from the date of operation of port. During the construction period, the accumulated TMNP construction cost is recognized as concession assets in progress. The amortization of the cost starts when the concession assets are ready to be operated.

The concession assets are derecognized at the end of the concession period. There will be no gain or loss upon derecognition as the concession assets which are expected to be fully amortized by then, will be handed over to the Port Authority (OP) and Government for no consideration. Concession asset granted to the Company are transferrable with approval from OP and Government. These concession assets will be transferred to the OP and Government at the end of the concession period and, at such time, all accounts related to the concession rights assets will be derecognized.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**o. Penurunan Nilai Aset Non-Keuangan**

Pada setiap akhir periode pelaporan, Grup menelaah nilai tercatat aset non-keuangan untuk menentukan apakah terdapat indikasi bahwa aset tersebut telah mengalami penurunan nilai. Jika terdapat indikasi tersebut, nilai yang dapat diperoleh kembali dari aset diestimasi untuk menentukan tingkat kerugian penurunan nilai. Bila tidak memungkinkan untuk mengestimasi nilai yang dapat diperoleh kembali atas suatu aset individu, Grup mengestimasi nilai yang dapat diperoleh kembali dari unit penghasil kas atas aset. Ketika dasar alokasi yang wajar dan konsisten dapat diidentifikasi, aset Perseroan juga dialokasikan ke masing-masing kelompok unit penghasil kas, atau sebaliknya mereka dialokasikan ke kelompok terkecil dari kelompok unit penghasil kas di mana dasar alokasi yang wajar dan konsisten dapat diidentifikasi.

Jumlah terpulihkan adalah nilai tertinggi antara nilai wajar dikurangi biaya pelepasan dan nilai pakai. Dalam menilai nilai pakainya, estimasi arus kas masa depan didiskontokan ke nilai kini menggunakan tingkat diskonto sebelum pajak yang menggambarkan penilaian pasar kini dari nilai waktu uang dan risiko spesifik atas aset yang mana estimasi arus kas masa depan belum disesuaikan.

Jika jumlah terpulihkan dari aset non-keuangan (unit penghasil kas) kurang dari nilai tercatatnya, nilai tercatat aset (unit penghasil kas) dikurangi menjadi sebesar jumlah terpulihkan dan rugi penurunan nilai diakui langsung ke laba rugi.

Ketika penurunan nilai selanjutnya dibalik, jumlah tercatat aset (atau unit penghasil kas) ditingkatkan ke estimasi yang direvisi dari jumlah terpulihkannya, namun kenaikan jumlah tercatat tidak boleh melebihi jumlah tercatat ketika kerugian penurunan nilai tidak diakui untuk aset (atau unit penghasil kas) pada tahun-tahun sebelumnya. Pembalikan rugi penurunan nilai diakui segera dalam laba rugi.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**o. Impairment of Non-financial Assets**

*At the end of each reporting period, the Group reviews the carrying amount of non-financial assets to determine whether there are any indications those assets have been impaired. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss. Where it is not possible to estimate the recoverable amount of an individual asset, the Group estimates the recoverable amount of the cash generating unit to which the asset belongs. When a reasonable and consistent basis of allocation can be identified, corporate assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest group of cash-generating units for which a reasonable and consistent allocation basis can be identified.*

*Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.*

*If the recoverable amount of the non-financial asset (cash generating unit) is less than its carrying amount, the carrying amount of the asset (cash generating unit) is reduced to its recoverable amount and an impairment loss is recognized immediately to profit or loss.*

*When an impairment loss subsequently reverses, the carrying amount of the asset (or a cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognized for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognized immediately in profit or loss.*



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**p. Biaya Pinjaman**

Biaya pinjaman yang dapat diatribusikan secara langsung dengan perolehan, konstruksi atau pembuatan aset kualifikasian, yaitu aset yang membutuhkan waktu yang cukup lama agar siap untuk digunakan atau dijual, ditambahkan pada biaya perolehan aset tersebut, sampai dengan saat aset secara substansial siap untuk digunakan atau dijual.

Ketika pinjaman dengan suku bunga variabel digunakan untuk membiayai aset kualifikasian dan dilindung nilai dengan lindung nilai arus kas yang efektif dari risiko suku bunga, bagian efektif dari derivatif tersebut diakui dalam penghasilan komprehensif lain dan direklasifikasi ke laba rugi ketika aset kualifikasian berdampak pada laba rugi. Ketika suku bunga pinjaman tetap digunakan untuk membiayai aset kualifikasian dan nilai wajarnya dilindung nilai secara efektif dari risiko suku bunga, biaya pinjaman yang dikapitalisasi mencerminkan tingkat bunga yang dilindung nilai.

Penghasilan investasi diperoleh atas investasi sementara dari pinjaman spesifik yang belum digunakan untuk pengeluaran aset kualifikasian dikurangi dari biaya pinjaman yang dikapitalisasi. Semua biaya pinjaman lainnya diakui dalam laba rugi pada periode terjadinya.

**q. Pengakuan Pendapatan dan Beban**

Grup mengakui pendapatan ketika Grup memenuhi kewajiban pelaksana dengan mengalihkan barang atau jasa yang dijanjikan kepada pelanggan. Pendapatan diukur berdasarkan imbalan yang secara spesifik dinyatakan dalam kontrak pelanggan, yang dinilai berdasarkan nilai wajar atas imbalan yang diterima atau ditagihkan.

Berikut penjelasan terkait dengan segmen utama pendapatan Grup:

Pendapatan Petikemas

Pendapatan petikemas merupakan jasa yang diberi berkaitan dengan layanan penanganan petikemas, baik jasa yang diberikan di laut maupun didarat. Pendapatan tersebut diakui "Point In Time" pada saat jasa telah diselesaikan yang pada umum dilakukan dalam jangka waktu yang sangat singkat. Pembayaran dilakukan dengan sebagian besar melalui pembayaran dimuka untuk beberapa pelanggan tertentu.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**p. Borrowing costs**

*Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale.*

*To the extent that variable rate borrowings are used to finance a qualifying asset and are hedged in an effective cash flow hedge of interest rate risk, the effective portion of the derivative is recognized in other comprehensive income and reclassified to profit or loss when the qualifying asset impacts profit or loss. To the extent that fixed rate borrowings are used to finance a qualifying asset and are hedged in an effective fair value hedge of interest rate risk, the capitalized borrowing costs reflect the hedged interest rate.*

*Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the borrowing costs eligible for capitalization. All other borrowing costs are recognized in profit or loss in the period in which they are incurred.*

**q. Revenue and Expenses Recognition**

*The Group recognized revenue when Group satisfied a performance obligation by transferring a promised good or service to a customer. Revenue is measured based on the consideration specified in a contract with a customer, at the fair value of the consideration received or receivables.*

*The Group main revenue streams are explained below:*

Container Revenues

*Container cargo revenues relate to services provided for container cargo handling including sea and land services. Revenue is recognised at the point in time services are completed, as the services are usually provided over a very short period of time. Payments are mainly made in advance for certain customer.*



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**q. Pengakuan Pendapatan dan Beban (Lanjutan)**

Pendapatan Pelayanan Kepelabuhanan

Pendapatan pelayanan kepelabuhan merupakan jasa yang diberikan berkaitan dengan layanan untuk kapal dan motor boats (pandu, tunda, tambat, labuh, dll). Pendapatan tersebut diakui "Point In Time" pada saat jasa telah diselesaikan yang pada umumnya dilakukan dalam jangka waktu sangat singkat. Pembayaran dilakukan dengan sebagian besar melalui pembayaran dimuka untuk beberapa pelanggan tertentu.

Pendapatan Kargo

Pendapatan pelayanan kargo merupakan jasa yang diberikan berkaitan dengan layanan untuk kargo umum dan curah, termasuk layanan di laut dan di darat. Pendapatan tersebut diakui "Point In Time" pada saat jasa telah diselesaikan yang pada umumnya dilakukan dalam jangka waktu sangat singkat. Pembayaran dilakukan dengan sebagian besar melalui pembayaran dimuka untuk beberapa pelanggan tertentu.

Pendapatan Penumpang

Pendapatan penumpang merupakan jasa yang diberikan berkaitan dengan layanan untuk penumpang kapal, termasuk layanan embarkasi dan debarkasi penumpang, dan jasa terminal penumpang. Pendapatan tersebut diakui "Point In Time" pada saat jasa telah diselesaikan yang pada umumnya dilakukan dalam jangka waktu sangat singkat. Pembayaran dilakukan dengan sebagian besar melalui pembayaran dimuka untuk beberapa pelanggan tertentu.

Pendapatan Sewa

Pendapatan sewa merupakan pendapatan yang berasal dari penyewaan lahan, bangunan dan pergudangan. Pendapatan tersebut diakui "Over Time" pada saat jasa disampaikan. Pendapatan diukur dengan metode garis lurus berdasarkan jangka waktu sewa. Faktur diterbitkan sebulan sekali dan biasanya terutang dalam waktu 30 hari. Jaminan atas sewa berlaku sampai dengan 6 bulan masa sewa.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**q. Revenue and Expenses Recognition  
(Continued)**

Port Services Revenues

Port service revenues relate to services provided to ships and motorboats (guide, cancel, mooring, etc.). Revenue is recognised at the point in time services are completed, as the services are usually provided over a very short period of time. Payments are mainly made in advance for certain customer.

Cargo Revenues

Cargo revenues relate to services provided for general and bulk cargo handling including sea and land services. Revenue is recognised at the point in time services are completed, as the services are usually provided over a very short period of time. Payments are mainly made in advance for certain customer.

Passenger Service

Passenger Service relate to services provided to cruise ships including embarkation and debarcation and terminal services. Revenue is recognised at the point in time services are completed, as the services are usually provided over a very short period of time. Payments are mainly made in advance for certain customer.

Rental Income

Rental income is generated from the leasing of land, building and warehouse. Revenue is recognised over time as the services are provided. Revenue is recognised on a straight-line basis over the term of the lease. Invoices are issued on a monthly basis and are usually payable within 30 days. Guarantees are taken up to 6 months' rent.

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**q. Pengakuan Pendapatan dan Beban (Lanjutan)**

Pendapatan Dividen

Pendapatan dividen diakui pada saat hak untuk menerima pembayaran ditetapkan dan pada laporan laba rugi konsolidasian disajikan sebagai pendapatan operasi lainnya.

Pendapatan Bunga

Pendapatan bunga dihitung dengan menerapkan metode suku bunga efektif atas jumlah tercatat bruto aset keuangan kecuali untuk aset keuangan tersebut yang selanjutnya menjadi aset keuangan yang mengalami penurunan nilai kredit. Untuk aset keuangan tersebut, maka suku bunga efektif diterapkan atas nilai tercatat bersih aset keuangan (setelah dikurangi penyisihan kerugian).

Perjanjian Konsesi Jasa

Pendapatan sehubungan dengan perjanjian konsesi jasa kontrak konstruksi diakui berdasarkan "Overtime" dengan mengacu kepada persentase penyelesaian pekerjaan dilaksanakan. Persentase penyelesaian pekerjaan direviu dengan merujuk kepada hasil survey pekerjaan tersebut. Pada fase konstruksi Grup mencatat aset takberwujud dan mengakui pendapatan dan biaya konstruksi. Pendapatan jasa atau operasi diakui pada periode pekerjaan tersebut dilaksanakan oleh Grup. Jika perjanjian konsesi jasa terdiri dari beberapa kewajiban pelaksana, maka imbalan yang diterima dialokasikan kepada masing-masing jasa yang diberikan dengan merujuk pada harga *Stand-alone-selling*.

Beban

Beban diakui pada saat terjadinya. Beban operasi diakui dalam laba rugi pada saat penggunaan jasa atau pada saat terjadinya. Beban konstruksi diakui sejak kegiatan konstruksi dimulai sampai dengan proses pembangunan aset takberwujud selesai dan siap digunakan.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**q. Revenue and Expenses Recognition  
(Continued)**

Dividend Income

*Dividend income is recognized when the right to receive payment is established and is recognized in the consolidated income statement within other operating income.*

Interest Income

*Interest income is calculated by applying the effective interest rate to the gross carrying amount of a financial asset except for financial assets that subsequently become credit impaired. For credit-impaired financial assets the effective interest rate is applied to the net carrying amount of the financial asset (after deduction of the loss allowance).*

Service Concession Arrangements

*Revenue related to construction under a service concession arrangement is recognized overtime based on the percentage of completion of the work performed. The percentage completion is assessed by reference to surveys of work performed. In the construction periods the Group recorded intangible assets and recognize revenues and cost of construction. Operation or services revenue is recognized in the period which the services are provided by the Group. If the service concession arrangement contains more than one performance obligation, then the consideration received is allocated with reference to the relative stand-alone-selling prices of the services delivered.*

Expenses

*Expenses are recognized when incurred. Operating expenses are recognized in profit or loss upon utilization of the service or as incurred. Construction cost are recognized during construction stage up to construction activity was finished and intangible assets ready to use.*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**q. Pengakuan Pendapatan dan Beban (Lanjutan)**

**Sebelum 1 Januari 2020**

Pendapatan dari penjualan jasa kepelabuhanan diakui sebesar nilai kotor (gross value) pada nota penjualannya, yaitu yang dikenakan PPN dan sesuai dengan penyelesaian pekerjaan, sedangkan reduksi pendapatan diakui sebesar nilai konsesi untuk setiap nota penjualan yang diterbitkan sesuai ketentuan yang berlaku (sebagai Penerimaan Negara Bukan Pajak / PNBPN) dan bagian dari hasil kerjasama dengan pihak lain (sharing value) sesuai perjanjian kerjasama dalam rangka pelayanan jasa kepelabuhanan yang hanya dapat dilaksanakan oleh Perseroan.

Pendapatan sewa, bunga dan lainnya diakui dengan metode akrual. Penghasilan dividen dari investasi saham diakui pada saat hak menerima dividen telah ditetapkan.

Pendapatan/Beban Keuangan

Beban diakui dengan menggunakan metode akrual dengan penegasan sebagai berikut: beban dikeluarkan dalam usaha untuk menghasilkan pendapatan pada periode berjalan, beban yang tidak dapat dimanfaatkan untuk periode akuntansi berikutnya, beban penurunan aset yang tidak mungkin dihindarkan.

Untuk semua instrumen keuangan yang diukur pada biaya perolehan diamortisasi dan aset keuangan kategori tersedia dijual yang memperoleh bunga, pendapatan atau biaya bunga dicatat dengan menggunakan metode Suku Bunga Efektif ("SBE"), yaitu suku bunga yang secara tepat mendiskontokan estimasi pembayaran atau penerimaan kas di masa yang akan datang selama perkiraan umur dari instrumen keuangan, atau jika lebih tepat, selama periode yang lebih singkat, untuk nilai tercatat neto dari aset keuangan atau liabilitas keuangan.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**q. Revenue and Expenses Recognition  
(Continued)**

**Before January 1, 2020**

Revenue from the sale of seaport services is recognized at gross value on the sales note subjected to VAT and in accordance with the settlement of the work, while revenue reduction is recognized at the value of the concession for each sales note issued pursuant to the prevailing provisions (as Non-Tax State Revenue / PNBPN) and part of the results of cooperation with other parties (sharing value) in accordance with the cooperation agreement in the framework of seaport services that can only be implemented by the company.

Rental income, interest and other recognized on an accrual basis. The dividend income from the share investment is recognized when the right to receive the dividend has been determined.

Finance Income/Cost

Expenses are recognized on accrual basis to the assertion as follows: expenses incurred in an attempt to generate revenue in the current period, expenses that can not be utilized for the next accounting period, asset impairment charges that are unavoidable.

For all financial instruments measured at amortized cost and interest bearing financial assets classified as available-for-sale, interest income or expense is recorded using the Effective Interest Rate ("EIR"), which is the rate that exactly discounts the estimated future cash payments or receipts over the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset or liability.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**r. Imbalan Kerja**

Imbalan Kerja - Jangka Pendek

Imbalan kerja - jangka pendek merupakan imbalan kerja yang dibayarkan dalam waktu kurang dari satu tahun, meliputi antara lain gaji, upah dan iuran jaminan sosial. Liabilitas pembayaran imbalan ini diakui sebesar jumlah tidak terdiskonto dan dibebankan pada laporan laba rugi komprehensif konsolidasian tahun berjalan serta dicatat sebagai beban yang masih harus dibayar/beban akrual.

Hak karyawan atas cuti tahunan diakui Ketika karyawan mendapat hak. Provisi dibuat untuk liabilitas cuti tahunan akibat jasa yang diserahkan oleh karyawan sampai tanggal periode pelaporan.

Imbalan pasca-kerja

Imbalan pasca-kerja merupakan imbalan kerja yang akan dibayarkan/terutang setelah pekerja menyelesaikan masa kerjanya. Liabilitas pembayaran imbalan ini diakui sebesar jumlah yang didiskontokan dan jatuh tempo setelah satu periode akuntansi.

Bagian liabilitas yang akan jatuh tempo dalam waktu satu periode akuntansi akan dicatat sebagai liabilitas jangka pendek dan bagian liabilitas yang akan jatuh tempo setelah satu periode akuntansi dicatat sebagai liabilitas jangka panjang.

Grup memiliki program imbalan pasca-kerja yang terdiri atas program imbalan pasti dan iuran pasti.

Program imbalan pasti adalah program pensiun yang menetapkan jumlah imbalan pensiun yang akan diterima oleh karyawan pada saat pensiun, yang biasanya tergantung pada faktor-faktor, seperti masa kerja dan jumlah kompensasi.

Program pensiun iuran pasti adalah program pensiun dimana Grup membayar iuran tetap kepada sebuah entitas yang terpisah dan tidak memiliki kewajiban hukum atau kewajiban konstruktif untuk membayar iuran lebih lanjut bila dana tersebut tidak memiliki aset yang cukup untuk membayar imbalan kerja terkait dengan jasa yang diberikan oleh karyawan pada periode berjalan dan sebelumnya.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**r. Employment Benefits**

Short-Term Employee Benefits

Short-term employee benefits are employee benefits payable in less than one year, including the following salaries, wages and social security contributions. The obligation to pay these benefits are recognized at its undiscounted amount and as an expense in the consolidated statement profit and loss other of comprehensive income for the year and recorded as accrued expenses.

Employee entitlements to annual leave are recognized when they accrue to employees. A provision is made for the estimated liability for annual leave as a result of service rendered by employees up to the end of the reporting period.

Post-employment benefits

Post-employment benefits are employee benefits that will be paid / payable after workers retire. The obligation to pay these benefits are recognized at amounts discounted and maturing after one accounting period.

Part of obligations maturing within one accounting period will be recorded as part of current liabilities and liabilities that will mature after one accounting period are recorded as long-term liabilities.

The Group has post-employment benefits comprise of defined benefit and defined contribution plans.

A defined benefit plan is a pension plan that defines the amount of pension benefit that will be received by the employee upon retirement, which generally depends on certain factors such as years of service and compensation.

Defined contribution plans are pension plans under which the Group pays fixed contributions into a separate entity and have no legal and constructive obligation to pay further contributions if the fund does not have sufficient assets to pay all employee benefits related to the employees' services in the current and prior periods.

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**r. Imbalan Kerja (Lanjutan)**

**a) Program pensiun manfaat pasti**

Grup menyelenggarakan program pensiun manfaat pasti untuk seluruh karyawan tetap.

1. Program manfaat pensiun Perseroan dikelola oleh Dana Pensiun Perseroan Pelabuhan dan Pengerukan (DP4).

Program pensiun ini diperuntukan untuk karyawan yang memenuhi syarat dan akan memperoleh besaran manfaat sebagaimana ditetapkan dalam peraturan DP4. Untuk mendanai program ini, pembayaran iuran dana pensiun kepada DP4 dibiayai oleh karyawan dan Perseroan. Iuran Dana Pensiun (IDP) beban peserta ditetapkan sebesar 5% dari penghasilan dasar pensiun dan kontribusi Perseroan. IDP beban pemberi kerja ditetapkan berdasarkan perhitungan aktuaria sesuai dengan kebutuhan dana bagi pembiayaan Program Pensiun setelah dikurangi IDP beban peserta. Perhitungan aktuaria dilakukan secara berkala, sekurang-kurangnya sekali dalam tiga tahun.

2. Program imbalan pasti lainnya dalam bentuk manfaat pascakerja sesuai dengan Perjanjian Kerja Bersama (PKB) dan peraturan lainnya yang berlaku pada periode pelaporan.

Grup menghitung selisih antara imbalan berdasarkan undang-undang yang berlaku sebagai rujukan dalam PKB dengan manfaat yang diterima dari program pensiun untuk pensiun normal.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**r. Employment Benefits (Continued)**

**a) Defined benefit pension plan**

The Groups maintains defined benefit pension plans for all permanent employees.

1. This Company's pension benefit program managed by the Dana Pensiun Perseroan Pelabuhan dan Pengerukan (DP4).

This pension program is covering certain employees that meet criteria and will received the benefit as stipulated in DP4's Regulation. For funding this program, pension contributions to the DP4 financed by the employees and the Company. Contribution Pension Plan (so called "IDP") participants was set at 5% of pensionable earnings and contributions of the Company. IDP employer share was determined by actuarial calculations in accordance with the funding requirements for the Pension Plan after deducting expenses of IDP participants. Actuarial calculation was performed regularly, at least once every three years.

2. Other defined benefit plans in the form of benefits in accordance with Collective Labor Agreement (CLA) and others regulation that enacted at reporting period.

For normal pension scheme, the Group calculates and recognises the higher of the benefits under the Labor Law that used as reference in CLA and those such pension plan.



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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**r. Imbalan Kerja (Lanjutan)**

**a) Program pensiun manfaat pasti (Lanjutan)**

Biaya penyediaan imbalan ditentukan dengan menggunakan metode Projected Unit Credit dengan penilaian aktuarial yang dilakukan pada setiap akhir periode pelaporan tahunan. Pengukuran kembali, terdiri dari keuntungan dan kerugian aktuarial, perubahan dampak batas atas aset (jika ada) dan dari imbal hasil atas aset program (tidak termasuk bunga), yang tercermin langsung dalam laporan posisi keuangan konsolidasian yang dibebankan atau dikreditkan dalam penghasilan komprehensif lain periode terjadinya. Pengukuran kembali diakui dalam penghasilan komprehensif lain tercermin segera dalam pos keuntungan/kerugian aktuarial imbalan kerja pada penghasilan komprehensif lain di ekuitas dan tidak akan direklasifikasi ke laba rugi. Biaya jasa lalu diakui dalam laba rugi pada periode amandemen program. Bunga neto dihitung dengan mengalikan tingkat diskonto pada awal periode imbalan pasti dengan liabilitas atau aset imbalan pasti neto.

Biaya imbalan pasti dikategorikan sebagai berikut:

- Biaya jasa (termasuk biaya jasa kini, biaya jasa lalu serta keuntungan dan kerugian kurtailmen dan penyelesaian)
- Beban atau pendapatan bunga neto.
- Pengukuran kembali.

Grup menyajikan dua komponen pertama dari biaya imbalan pasti di laba rugi. Keuntungan dan kerugian kurtailmen dicatat sebagai biaya jasa lalu.

Liabilitas imbalan pensiun yang diakui pada laporan posisi keuangan konsolidasian sehubungan dengan program imbalan pascakerja imbalan pasti merupakan deficit atau surplus aktual dalam program imbalan pasti Grup. Surplus yang dihasilkan dari perhitungan ini terbatas pada nilai kini manfaat ekonomik yang tersedia dalam bentuk pengembalian dana program dan pengurangan iuran masa depan ke program.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**r. Employment Benefits (Continued)**

**a) Defined benefit pension plan (Continued)**

The cost of providing benefits is determined using the Projected Unit Credit method, with actuarial valuations being carried out at the end of each annual reporting period. Remeasurement, comprising actuarial gains and losses, the effect of the changes to the asset ceiling (if applicable) and the return on plan assets (excluding interest), is reflected immediately in the consolidated statement of financial position with a charge or credit recognised in other comprehensive income in the period in which they occur. Remeasurement recognised in other comprehensive income is reflected in unrealized gain/loss on employee benefits under other comprehensive income in equity and will not be reclassified to profit or loss. Past service cost is recognised in profit or loss in the period of a plan amendment. Net interest is calculated by applying the discount rate at the beginning of the period to the net defined benefit liability or asset.

Defined benefit costs are categorised as follows:

- Service cost (including current service cost, past service cost, as well as gains and losses on curtailments and settlements).
- Net interest expense or income.
- Remeasurement.

The Group presents the first two components of defined benefit costs in profit or loss. Curtailment gains and losses are accounted for as past service costs.

The retirement benefit obligation recognised in the consolidated statement of financial position in respect of defined benefit post-employment plans represents the actual deficit or surplus in the Group's defined benefit plans. Any surplus resulting from this calculation is limited to the present value of any economic benefits available in the form of refunds from the plans or reductions in future contributions to the plans.

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**r. Imbalan Kerja (Lanjutan)**

**b) Program Iuran Pasti**

Perseroan juga menyelenggarakan Program Pensiun Iuran Pasti (PIIP) melalui Keputusan Direksi (KD) No. KD 20 tahun 2004 tanggal 24 September 2004 dan telah diubah dengan KD 14 tahun 2006 tanggal 1 Juli 2006. Pada awalnya, peserta yang ikut dalam program pensiun tersebut adalah pegawai yang diangkat mulai 1 Januari 2002.

Beban sehubungan dengan program iuran pasti dihitung berdasarkan persentase tertentu dari gaji dasar pensiun atau gaji dasar asuransi dari setiap peserta program yang menjadi tanggungan Perseroan dan entitas anak. Perseroan dan entitas anak mengakui utang iuran atau utang premi asuransi dalam periode dimana karyawan memberikan jasanya.

Grup juga memberikan imbalan pasca-kerja lain tanpa pendanaan berupa uang pesangon, penghargaan masa kerja, penggantian hak dan penghargaan/tabungan purna jabatan kepada karyawan yang memenuhi persyaratan sesuai dengan kebijakan Grup.

Imbalan jangka panjang lainnya

Imbalan program ini ditentukan berdasarkan penghasilan dan masa kerja karyawan. Tidak terdapat pendanaan yang disisihkan oleh Grup sehubungan dengan imbalan kerja ini.

**s. Provisi**

Provisi diakui bila Perseroan dan entitas anak memiliki Liabilitas kini (baik bersifat hukum maupun konstruktif) sebagai akibat peristiwa masa lalu dan besar kemungkinan Perseroan dan entitas anak diharuskan menyelesaikan liabilitas serta jumlah liabilitas tersebut dapat diestimasi secara andal.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**r. Employment Benefits (Continued)**

**b) Defined Contribution Plan**

The Company also organizes Defined Contribution Pension Plan (so called "PIIP") over Directors' Decision (so called "KD") No. 20 year 2004, dated September 24, 2004 and amended by KD 14 year 2006 dated July 1, 2006. At the beginning, the participants who took part in the pension plan are employees who are appointed from January 1, 2002.

The expenses relating to defined contribution plans are determined based on certain percentages of the basic pensionable salaries or insurable salaries of respective participants which are borne by the Company and its subsidiaries. The Company and its subsidiaries recognize contributions payable or insurance premiums payable when an employee has rendered service during the period.

The Group also provide other unfunded defined post-employment benefit plans such as severance pay, service pay, compensation pay and functional retirement pay for their qualifying employees based on the Group policies.

Other long-term benefits

These other post-employment benefits are computed based on the salaries and service years of the employees. No funding has been made to this long-term benefits.

**s. Provision**

Provisions are recognized when the Company and its subsidiaries have a present obligation (legal or constructive) as a result of a past event, it is probable that the Company and its subsidiaries will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**s. Provisi (Lanjutan)**

Jumlah diakui sebagai provisi merupakan taksiran terbaik yang diharuskan menyelesaikan Liabilitas pada tanggal laporan posisi keuangan, dengan memperhatikan unsur risiko dan ketidakpastian yang melekat pada liabilitas tersebut. Provisi diukur menggunakan estimasi arus kas untuk menyelesaikan liabilitas kini dengan jumlah tercatatnya sebesar nilai kini dari arus kas tersebut.

Provisi ditelaah pada setiap tanggal pelaporan dan disesuaikan untuk mencerminkan estimasi terbaik yang paling kini. Jika arus keluar sumber daya untuk menyelesaikan kewajiban kemungkinan besar tidak terjadi, maka provisi dibatalkan.

**t. Pajak Penghasilan**

Beban pajak yang diakui dalam laporan laba rugi terdiri dari jumlah pajak tangguhan dan pajak kini yang tidak diakui dalam penghasilan komprehensif lain atau langsung dalam ekuitas.

Perhitungan pajak kini didasarkan pada tarif pajak dan undang-undang pajak yang berlaku atau yang secara substansial berlaku pada akhir periode pelaporan. Pajak penghasilan tangguhan dihitung dengan menggunakan metode liabilitas, untuk semua perbedaan temporer yang berasal dari selisih antara dasar pengenaan pajak aset dan liabilitas dengan nilai tercatatnya pada laporan keuangan konsolidasian. Namun, liabilitas pajak penghasilan tangguhan tidak diakui jika berasal dari pengakuan awal goodwill. Pajak penghasilan tangguhan juga tidak diperhitungkan jika pajak penghasilan tangguhan tersebut timbul dari pengakuan awal aset atau pengakuan awal liabilitas dalam transaksi yang bukan kombinasi bisnis yang pada saat transaksi tidak mempengaruhi laba akuntansi maupun laba kena pajak/rugi pajak.

Aset dan liabilitas pajak tangguhan diukur dengan menggunakan tarif pajak yang diharapkan berlaku dalam periode ketika liabilitas diselesaikan atau aset dipulihkan berdasarkan tarif pajak (dan peraturan pajak) yang telah berlaku atau secara substantif telah berlaku pada akhir periode pelaporan.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**s. Provision (Continued)**

*The amount recognized as a provision is the best estimate of the consideration required to settle the obligation at financial position date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.*

*Provisions are reviewed at each reporting date and adjusted to reflect the current best estimate. If it is no longer probable that an outflow of resources embodying economic benefits will be required to settle the obligation, the provision is reversed.*

**t. Income Taxes**

*Tax expense recognised in profit or loss comprises the sum of deferred tax and current tax not recognised in other comprehensive income or directly in equity.*

*Calculation of current tax is based on tax rates and tax laws that have been enacted or substantively enacted by the end of the reporting period. Deferred income taxes are calculated using the liability method, on temporary differences which arise from the difference between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, deferred tax liabilities are not recognised if they arise from the initial recognition of goodwill. Deferred income tax is also not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss.*

*Deferred tax assets and liabilities are measured at the tax rates that are expected to apply in the period in which the liability is settled or the asset realized, based on the tax rates (and tax laws) that have been enacted, or substantively enacted, by the end of the reporting period.*

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**t. Pajak Penghasilan (Lanjutan)**

Aset pajak tangguhan diakui sepanjang besar kemungkinan bahwa rugi fiskal atau perbedaan temporer yang dapat dikurangkan akan diutilisasi terhadap penghasilan kena pajak di masa depan.

Ini dinilai berdasarkan perkiraan Grup atas hasil operasi di masa depan, disesuaikan dengan pendapatan dan pengeluaran tidak kena pajak yang signifikan dan batas spesifik pada penggunaan kerugian atau kredit pajak yang belum digunakan.

Liabilitas pajak tangguhan secara umum diakui secara penuh, meskipun PSAK 46, Pajak Penghasilan, secara spesifik menentukan pengecualian terbatas.

Aset dan liabilitas pajak tangguhan saling hapus ketika entitas memiliki hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus aset pajak kini terhadap liabilitas pajak kini dan ketika aset pajak tangguhan dan liabilitas pajak tangguhan terkait dengan pajak penghasilan yang dikenakan oleh otoritas perpajakan yang sama atas entitas kena pajak yang sama atau entitas kena pajak yang berbeda yang memiliki intensi untuk memulihkan aset dan liabilitas pajak kini dengan dasar neto, atau merealisasikan aset dan menyelesaikan liabilitas secara bersamaan, pada setiap periode masa depan dimana jumlah signifikan atas aset atau liabilitas pajak tangguhan diharapkan untuk diselesaikan atau dipulihkan.

**u. Transaksi Sewa**

Seperti dijelaskan dalam Catatan 2, Grup telah menerapkan PSAK 73 dengan menggunakan pendekatan retrospektif yang dimodifikasi dan oleh karena itu informasi komparatif tidak disajikan kembali. Ini berarti informasi komparatif masih dilaporkan berdasarkan PSAK 30 dan ISAK 8.

Kebijakan akuntansi yang berlaku mulai 1 Januari 2020:

Pada awal kontrak, Grup melakukan reviu apakah suatu kontrak adalah atau mengandung sewa. Suatu kontrak didefinisikan sebagai sewa atau mengandung sewa apabila kontrak tersebut memiliki hak untuk mengendalikan penggunaan aset identifikasian untuk suatu jangka waktu tertentu untuk dipertukarkan dengan imbalan.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**t. Income Taxes (Continued)**

Deferred tax assets are recognised to the extent that it is probable that the underlying tax loss or deductible temporary difference will be utilized against future taxable income.

This is assessed based on the Group's forecast of future operating results, adjusted for significant non-taxable income and expenses and specific limits on the use of any unused tax loss or credit.

Deferred tax liabilities are generally recognised in full, although PSAK 46, Income Taxes, specifies limited exemptions.

Deferred tax assets and liabilities are offset when there is legally enforceable right to set off current tax assets against current tax liabilities and when they relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities when there is an intention to settle its current tax assets and current tax liabilities on a net basis, or to realize the assets and settle the liabilities simultaneously, in each future period in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.

**u. Lease Transaction**

As described in Note 2, the Group has applied PSAK 73 using the modified retrospective approach and therefore comparative information has not been restated. This means comparative information is still reported under PSAK 30 and ISAK 8.

Accounting policy applicable from January 1, 2020:

At inception of a contract, the Group assesses whether a contract is, or contain, a lease. A contract is or contain lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**u. Transaksi Sewa (Lanjutan)**

Sebagai Penyewa

Pada tanggal permulaan sewa, Grup mengakui aset-hak-guna dan liabilitas sewa di laporan posisi keuangan konsolidasian.

Aset-hak-guna diukur sebesar biaya perolehan, yang terdiri dari pengukuran awal liabilitas sewa, setiap biaya langsung awal yang dikeluarkan oleh Grup, estimasi biaya untuk membongkar dan mengeluarkan aset pada akhir kontrak sewa, dan pembayaran sewa yang dilakukan sebelum tanggal dimulainya sewa (dikurangi dengan insentif yang diterima).

Grup mendepresiasi aset-hak-guna dengan metode garis lurus dari tanggal mulai sewa sampai mana yang lebih awal dari akhir masa manfaat aset-hak-guna atau akhir masa sewa. Grup juga menilai penurunan nilai aset-hak-guna jika indikator tersebut ada.

Pada tanggal permulaan, Grup mengukur liabilitas sewa pada nilai kini dari pembayaran sewa yang belum dibayar pada tanggal tersebut, didiskontokan menggunakan suku bunga implisit dalam sewa jika suku bunga tersebut sudah tersedia atau suku bunga inkremental pinjaman Grup.

Pembayaran sewa yang termasuk dalam pengukuran liabilitas sewa terdiri dari pembayaran tetap (termasuk dalam substansi tetap), pembayaran variabel berdasarkan indeks atau tarif, jumlah yang diharapkan akan dibayarkan berdasarkan jaminan nilai sisa dan pembayaran yang timbul dari opsi yang cukup pasti untuk dilakukan.

Setelah pengukuran awal, liabilitas akan berkurang untuk pembayaran yang dilakukan dan bertambah untuk bunga. Ini diukur kembali untuk mencerminkan penilaian ulang atau modifikasi, atau jika ada perubahan dalam pembayaran tetap yang substansial.

Ketika liabilitas sewa diukur kembali, penyesuaian terkait tercermin dalam aset-hak-guna, atau laba rugi jika aset-hak-guna sudah berkurang menjadi nol.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**u. Lease Transaction (Continued)**

As Lessee

At lease commencement date, the Group recognises a right-of-use asset and a lease liability on the consolidated statement of financial position.

The right-of-use asset is measured at cost, which is made up of the initial measurement of the lease liability, any initial direct costs incurred by the Group, an estimate of any costs to dismantle and remove the asset at the end of the lease, and any lease payments made in advance of the lease commencement date (net of any incentives received).

The Group depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The Group also assesses the right-of-use asset for impairment when such indicators exist.

At the commencement date, the Group measures the lease liability at the present value of the lease payments unpaid at that date, discounted using the interest rate implicit in the lease if that rate is readily available or the Group's incremental borrowing rate.

Lease payments included in the measurement of the lease liability are made up of fixed payments (including in substance fixed), variable payments based on an index or rate, amounts expected to be payable under a residual value guarantee and payments arising from options reasonably certain to be exercised.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment or modification, or if there are changes in in-substance fixed payments.

When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset, or profit and loss if the right-of-use asset is already reduced to zero.



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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
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**u. Transaksi Sewa (Lanjutan)**

Sebagai Penyewa (Lanjutan)

Grup telah memilih untuk memperhitungkan sewa jangka pendek dan sewa guna aset bernilai rendah dengan menggunakan cara praktis. Dari pada mengakui aset-hak-guna dan liabilitas sewa, pembayaran sehubungan dengan hal tersebut diakui sebagai beban dalam laba rugi dengan metode garis lurus selama masa sewa.

Pada laporan posisi keuangan konsolidasian, aset-hak-guna telah dicatat dalam akun terpisah dari aset tetap dan liabilitas sewa dicatat dalam liabilitas jangka pendek dan jangka panjang.

Sebagai Pesewa

Kebijakan akuntansi Grup berdasarkan PSAK 73 tidak berubah dari periode komparatif.

Sebagai lessor, Grup mengklasifikasikan sewa sebagai sewa operasi atau sewa pembiayaan. Sewa diklasifikasikan sebagai sewa pembiayaan jika sewa mengalihkan secara substansial semua risiko dan manfaat yang terkait dengan kepemilikan aset yang mendasarinya, dan diklasifikasikan sebagai sewa operasi jika tidak.

Kebijakan akuntansi yang berlaku sebelum  
1 Januari 2020:

Penentuan apakah suatu kontrak merupakan, atau mengandung unsur sewa adalah berdasarkan substansi kontrak pada tanggal awal sewa, yakni apakah pemenuhan syarat kontrak tergantung pada penggunaan aset tertentu dan kontrak tersebut berisi hak untuk menggunakan aset tersebut.

Evaluasi ulang atas perjanjian sewa dilakukan setelah tanggal awal sewa hanya jika salah satu kondisi berikut terpenuhi:

- a. Terdapat perubahan dalam persyaratan perjanjian kontraktual, kecuali jika perubahan tersebut hanya memperbarui atau memperpanjang perjanjian yang ada;
- b. Opsi pembaruan dilakukan atau perpanjangan disetujui oleh pihak-pihak yang terkait dalam perjanjian, kecuali ketentuan pembaruan atau perpanjangan pada awalnya telah termasuk dalam masa sewa;

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**u. Lease Transaction (Continued)**

As Lessee (Continued)

The Group has elected to account for short-term leases and leases of low-value assets using the practical expedients. Instead of recognising a right-of-use asset and lease liability, the payments in relation to these are recognised as an expense in profit or loss on a straight-line basis over the lease term.

On the consolidated statement of financial position, right-of-use assets have been excluded from property and equipment and lease liabilities have been included in short-term and long-term liabilities.

As Lessor

The Group's accounting policy under PSAK 73 has not changed from the comparative period.

As a lessor the Group classifies its leases as either operating or finance leases. A lease is classified as a finance lease if it transfers substantially all the risks and rewards incidental to ownership of the underlying asset, and classified as an operating lease if it does not.

Accounting policy applicable before January 1,  
2020:

The determination of whether an arrangement is, or contains a lease is based on the substance of the arrangement at inception date of whether the fulfillment of the arrangement is dependent on the use of a specific asset or assets and the arrangement conveys a right to use the asset.

A reassessment is made after inception of the lease only if one of the following applies:

- a. There is a change in the contractual terms of the agreement, unless such changes only renew or extend the existing agreement;
- b. A renewal option is exercised or extension granted, unless the term of the renewal or extension was initially included in the lease term;

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**u. Transaksi Sewa (Lanjutan)**

Kebijakan akuntansi yang berlaku sebelum  
1 Januari 2020: (lanjutan)

- c. Terdapat perubahan dalam penentuan apakah pemenuhan perjanjian tergantung pada suatu aset tertentu; atau
- d. Terdapat perubahan substansial atas aset yang disewa.

Perlakuan Akuntansi untuk Lessee

Sewa Pembiayaan

Sewa pembiayaan, yang mengalihkan secara substansial seluruh risiko dan manfaat yang terkait dengan kepemilikan suatu aset kepada Perseroan, dikapitalisasi pada awal sewa sebesar nilai wajar aset sewaan atau sebesar nilai kini dari pembayaran sewa minimum, jika nilai kini lebih rendah dari nilai wajar. Pembayaran sewa dipisahkan antara bagian yang merupakan beban keuangan dan bagian yang merupakan pelunasan liabilitas sehingga menghasilkan suatu tingkat suku bunga periodik yang konstan atas saldo liabilitas. Beban keuangan dibebankan sebagai kerugian pada laporan laba-rugi komprehensif konsolidasian tahun berjalan.

Aset sewaan disusutkan selama masa manfaat aset tersebut, kecuali apabila terdapat ketidakpastian yang memadai bahwa lessee akan mendapatkan hak kepemilikan pada akhir masa sewa, maka aset sewaan disusutkan selama periode yang lebih pendek antara masa sewa atau masa manfaat.

Sewa Operasi

Sewa dimana seluruh risiko dan manfaat kepemilikan aset tersebut tidak ditransfer kepada grup diklasifikasikan sebagai sewa operasi. Pembayaran sewa operasi diakui sebagai beban dalam laporan laba-rugi komprehensif konsolidasi tahun berjalan secara garis lurus selama masa sewa.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**u. Lease Transaction (Continued)**

Accounting policy applicable before January 1,  
2020: (continued)

- c. There is a change in the determination of whether the fulfillment is dependent on a specified asset; or
- d. There is a substantial change to the asset.

Accounting Treatment as a Lessee

Financial Lease

Leases which transfer to the Company substantially all the risks and benefits incidental to ownership of the leased item, are capitalized at the inception of the lease at the fair value of the leased property or, if lower, at the present value of the minimum lease payments. Lease payments are apportioned between the finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are charged directly as loss at the consolidated statement of profit and loss and other comprehensive income in current year.

The leased assets are depreciated over the estimated useful life of the assets except if there is no reasonable certainty that the group will obtain ownership by the end of the lease term, in which case, the lease of assets are depreciated over the shorter of the estimated useful life of the assets and the lease term.

Operating Lease

Leases where all the risk and benefits of ownership of the assets are not transferred to the group are classified as operating leases. Lease payments under operating leases are recognized as an expense at the consolidated statement of comprehensive income in current year on a straight-line basis over the lease term.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**u. Transaksi Sewa (Lanjutan)**

Perlakuan Akuntansi sebagai Lessor

Sewa dimana Perseroan dan entitas anak tetap mempertahankan secara substansial seluruh risiko dan manfaat yang terkait dengan kepemilikan suatu aset diklasifikasikan sebagai sewa operasi. Biaya langsung awal yang dapat diatribusikan secara langsung dengan negosiasi dan pengaturan sewa operasi ditambahkan ke nilai tercatat aset sewaan dan diakui ke laporan laba-rugi komprehensif konsolidasi tahun berjalan selama masa sewa sesuai dengan dasar pengakuan pendapatan sewa.

**v. Laba (Rugi) Bersih Per Saham Dasar**

Laba (rugi) per saham dasar dihitung dengan membagi laba (rugi) bersih yang dapat diatribusikan kepada pemegang saham induk dengan jumlah rata-rata tertimbang saham biasa yang beredar pada tahun yang bersangkutan.

Laba per saham dilusian dihitung dengan membagi laba (rugi) bersih yang diatribusikan kepada pemilik entitas induk dengan jumlah rata-rata tertimbang saham biasa yang telah disesuaikan dengan dampak dari semua efek berpotensi saham yang dilutif.

**w. Segmen Pelaporan**

Segmen operasi diidentifikasi berdasarkan laporan internal mengenai komponen dari Grup yang secara regular direview oleh "pengambil keputusan operasional" dalam rangka mengalokasikan sumber daya dan menilai kinerja segmen operasi. Segmen operasi adalah suatu komponen dari entitas:

- a. yang terlibat dalam aktivitas bisnis yang mana memperoleh pendapatan dan menimbulkan beban;
- b. yang hasil operasinya dikaji ulang secara regular oleh pengambil keputusan operasional untuk membuat keputusan tentang sumber daya yang dialokasikan pada segmen tersebut dan menilai kinerjanya;
- c. dan tersedia informasi keuangan yang dapat dipisahkan.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING  
POLICIES (Continued)**

**u. Lease Transaction (Continued)**

Accounting Treatment as a Lessor

Leases whereby the Company and its subsidiaries retain substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Initial direct costs that are directly attributable to the negotiation and arrangement of operating leases are added to the carrying amount of the leased assets and recognized in the current year consolidated statement of comprehensive income for the lease periods in accordance with the recognition basis of rental income.

**v. Net Earnings (Loss) Per Basic Share**

Basic earnings (loss) per share amounts are computed by dividing net income (loss) attributable to owners of the parent entity by the weighted average number of ordinary shares outstanding during the year.

Diluted earnings per share is computed by dividing net income (loss) attributable to the owners of the Company by the weighted average number of shares outstanding as adjusted for the effects of all dilutive potential ordinary shares.

**w. Segment Reporting**

Operating segments are identified on the basis of internal reports about components of the Group that are regularly reviewed by the chief operating decision maker in order to allocate resources to the segments and to assess their performances. An operating segment is a component of an entity:

- a. that engages in business activities from which it may earn revenues and incur expenses;
- b. whose operating results are regularly reviewed by the entity's operating decision maker to make decisions about resources to be allocated to the segment and value its performance;
- c. And for which discrete financial information is available.

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**4. IKHTISAR KEBIJAKAN AKUNTANSI PENTING  
(Lanjutan)**

**w. Segmen Pelaporan (Lanjutan)**

Untuk tujuan manajemen, Grup dibagi menjadi beberapa segmen operasi berdasarkan produk dan jasa yang dikelola secara independen oleh masing-masing pengelola segmen yang bertanggung jawab atas kinerja dari masing-masing segmen. Para pengelola segmen melaporkan secara langsung kepada manajemen yang secara teratur mengkaji hasil operasi sebagai dasar untuk mengalokasikan sumber daya ke masing-masing segmen dan untuk menilai kinerja segmen.

Segmen ditentukan sebelum saldo dan transaksi antar Perseroan dan entitas anak dieliminasi sebagai bagian dari proses konsolidasi. Selain itu, aset Perseroan yang tidak dapat diatribusikan secara langsung dengan aktivitas bisnis dari setiap segmen operasi tidak dialokasikan ke suatu segmen.

**5. PERTIMBANGAN KRITIS AKUNTANSI DAN SUMBER ESTIMASI KETIDAKPASTIAN**

Dalam penerapan kebijakan akuntansi Grup, seperti yang diungkapkan dalam Catatan 4 pada laporan keuangan konsolidasian, manajemen diminta untuk membuat penilaian, estimasi dan asumsi nilai tercatat aset dan liabilitas yang telah disajikan oleh sumber lain. Estimasi dan asumsi tersebut, berdasarkan pengalaman historis dan faktor lain yang dipertimbangkan relevan. Hasil aktualnya mungkin berbeda dari estimasi tersebut.

Estimasi dan asumsi yang mendasari ditelaah secara berkelanjutan. Revisi estimasi akuntansi diakui dalam periode dimana estimasi tersebut direvisi jika revisi hanya mempengaruhi periode tersebut, atau pada periode revisi dan periode masa depan jika revisi mempengaruhi periode saat ini dan masa depan.

Di bawah ini adalah pertimbangan kritis, selain dari yang melibatkan estimasi yang telah dibuat direksi dalam proses penerapan kebijakan akuntansi Grup dan memiliki pengaruh paling signifikan terhadap jumlah yang diakui dalam laporan keuangan konsolidasian.

**4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

**w. Segment Reporting (Continued)**

For management purposes, the Groups are divided into operating segments based on products and services which are independently managed by the respective segment managers responsible for the performance of each segment. The segment managers report directly to the management and regularly review the operating results as a basis for allocating resources to each of the segments and to assess segment performance.

Segments are determined before intra-group balances and intra-group transactions are eliminated as part of consolidation process. In addition, corporate assets which are not directly attributable to the business activities of any operating segment are not allocated to a segment.

**5. CRITICAL ACCOUNTING JUDGMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

In the application of the Groups' accounting policies, which are described in Note 4 to the consolidated financial statements, management is required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Below are the critical judgments, apart from those involving estimations, that the directors have made in the process of applying the Group's accounting policies and that have the most significant effect on the amounts recognized in the consolidated financial statements.

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**5. PERTIMBANGAN KRITIS AKUNTANSI DAN  
SUMBER ESTIMASI KETIDAKPASTIAN (Lanjutan)**

**Pertimbangan Kritis dalam Penerapan Kebijakan  
Akuntansi**

**Perjanjian Konsesi Jasa**

Sesuai dengan ISAK 16 diatur perlakuan hak operator atas infrastruktur dimana operator tidak dapat mengakui infrastruktur sebagai aset tetap operator, namun imbalan yang diterima atau dapat diterima oleh operator diakui sebagai aset keuangan dan/atau aset takberwujud.

Otoritas Pelabuhan memberikan hak kepada Perseroan diantaranya hak untuk melaksanakan proyek, mengakses dan menggunakan area konsesi dengan tujuan melaksanakan proyek dengan tanpa membatasi hak Otoritas Pelabuhan dalam menjalankan wewenangnya, sesuai dengan Perjanjian Konsesi dan hukum yang berlaku (Catatan 44). Pada akhir masa konsesi jasa, Grup juga harus menyerahkan TMNP kepada Otoritas Pelabuhan bebas dari setiap bentuk pembebanan, termasuk tanah reklamasi, aset tidak bergerak dan aset bergerak yang secara langsung berkaitan dan berhubungan dengan pengoperasian TMNP.

Grup berasumsi bahwa perjanjian tersebut memenuhi kriteria sebagai aset takberwujud, dimana aset hak konsesi diakui sesuai dengan PSAK 19 Aset Takberwujud. Sesuai dengan PSAK 72, Grup mengukur pendapatan konstruksi atas aset hak konsesi pada nilai wajar atas imbalan yang diterima atau akan diterima tanpa marjin.

**Sumber Estimasi Ketidakpastian**

Informasi tentang estimasi dan asumsi yang mungkin memiliki pengaruh paling signifikan terhadap pengakuan dan pengukuran aset, liabilitas, pendapatan, dan beban disajikan di bawah ini. Hasil aktual mungkin sangat berbeda.

**5. CRITICAL ACCOUNTING JUDGMENTS AND  
KEY SOURCES OF ESTIMATION  
UNCERTAINTY (Continued)**

**Critical Judgments in Applying Accounting  
Policies**

**Service Concession Arrangement**

Based on ISAK 16 which describe the treatment of the operator's rights over the infrastructure where the operator should not account for the infrastructure as property and equipment, but the consideration received or receivable should recognize as a financial asset and/or an intangible asset.

Port authorities provided the rights to the Company, among others the right to implement the project, to access and use the concession area concerning the implementing the project without limiting the right of Port Authorities in running its authority, in accordance with the Concession Agreement and applicable law (Note 44). Upon expiry of the service concession period, the Group should handover the TMNP free of any form of charge to operator of the port, including land reclamation, non-removable assets and movable assets therein directly related to, and in connection with, the operation of the TMNP.

The Group has made judgment that this agreement qualifies under the intangible asset, wherein the concession rights asset is recognized as an intangible asset in accordance with PSAK 19 Intangible Assets. In accordance PSAK 72, the Group also measures the construction revenue at the fair value of the consideration received or to be received without margin.

**Key Sources of Estimation Uncertainty**

Information about estimates and assumptions that may have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below. Actual results may be substantially different.



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**5. PERTIMBANGAN KRITIS AKUNTANSI DAN  
SUMBER ESTIMASI KETIDAKPASTIAN (Lanjutan)**

**Sumber Estimasi Ketidakpastian (Lanjutan)**

**Nilai Wajar Aset Keuangan dan Liabilitas  
Keuangan**

Standar Akuntansi Keuangan di Indonesia mensyaratkan pengukuran aset keuangan dan liabilitas keuangan tertentu pada nilai wajarnya, dan penyajian ini mengharuskan penggunaan estimasi dan pertimbangan akuntansi. Komponen pengukuran nilai wajar yang signifikan ditentukan berdasarkan bukti obyektif yang dapat diverifikasi (seperti nilai tukar, suku bunga), sedangkan saat dan besaran perubahan nilai wajar dapat menjadi berbeda karena penggunaan metode penilaian yang berbeda. Nilai wajar aset keuangan dan liabilitas keuangan diungkapkan pada Catatan 43.

**Penurunan Nilai Instrumen Keuangan**

Grup meriviu apakah terdapat indikator bahwa instrument aset keuangan telah mengalami penurunan nilai pada tanggal laporan keuangan konsolidasian

Grup mengukur kerugian kredit ekspektasian sepanjang umurnya dengan menggunakan informasi masa depan (*forward-looking*) yang wajar dan didukung serta berdasarkan perhitungan yang didasarkan pada perbedaan antara arus kas kontraktual terutang dengan yang diharapkan. Nilai tercatat instrumen keuangan diungkapkan dalam Catatan 8 and 9.

**Taksiran Masa Manfaat Aset Tetap, Properti  
Investasi dan Aset Tak Berwujud**

Grup mengestimasi masa manfaat ekonomis aset tetap, property investasi dan tak berwujud berdasarkan utilisasi dari aset yang diharapkan dan didukung dengan rencana dan strategi usaha dan perilaku pasar. Estimasi dari masa manfaat aset tetap adalah berdasarkan penelaahan Grup terhadap praktek industri, evaluasi teknis internal dan pengalaman untuk aset yang setara. Estimasi masa manfaat ditelaah minimal setiap akhir periode pelaporan dan diperbarui jika ekspektasi berbeda dari estimasi sebelumnya dikarenakan pemakaian dan kerusakan fisik, keusangan secara teknis atau komersial dan hukum. Namun, adalah mungkin, hasil di masa depan dari operasi dapat dipengaruhi secara material oleh perubahan-perubahan dalam estimasi yang diakibatkan oleh perubahan faktor faktor yang disebutkan di atas.

**5. CRITICAL ACCOUNTING JUDGMENTS AND  
KEY SOURCES OF ESTIMATION  
UNCERTAINTY (Continued)**

**Key Sources of Estimation Uncertainty  
(Continued)**

**Fair Value of Financial Assets and Financial  
Liabilities**

Indonesian Financial Accounting Standards require the measurement of financial assets and certain financial liabilities at their fair value, and this presentation requires the use of accounting estimates and considerations. A significant component of fair value measurement is determined based on verifiable objective evidence (such as exchange rate, interest rate), while the moment and amount of change in fair value may be different due to the use of different valuation methods. The fair value of financial assets and financial liabilities are set out in Note 43.

**Impairment of Financial Assets**

The Group assesses whether there are indicators that financial assets have been impaired at each consolidated financial position date.

The Group measured the lifetime expected credit losses by considered reasonable and supportable forward-looking information and based on the difference between the contractual cash flows due and those that lender would expect to receive. The carrying among of financial assets are disclosed in Notes 8 and 9.

**Estimated Useful Lives of Property and  
Equipment, Investment Property and Intangible  
Assets**

The Group estimates the economic useful lives of property and equipment, investment property and intangible assets based on the utilization of the expected assets and supported by business plans and strategies and market behavior. Estimates from the useful lives of property, and equipment are based on the review of the Group against industry practice, internal technical evaluation, and experience for equivalent assets. The estimated useful lives are reviewed at least at the end of each reporting period and updated if expectations differ from previous estimates due to physical use or physical, technical, or commercial obsolescence and legal. However, it is possible that future results from operations may be materially affected by changes in estimates resulting from changes in the factors mentioned above.

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**Sumber Estimasi Ketidakpastian (Lanjutan)**

**Taksiran Masa Manfaat Aset Tetap, Properti  
Investasi dan Aset Tak Berwujud (Lanjutan)**

Nilai tercatat property investasi, aset tetap, dan aset tak berwujud masing-masing diungkapkan pada Catatan 15, 16, dan 17.

**Imbalan Pasca Kerja**

Nilai kini liabilitas imbalan pascakerja tergantung pada beberapa faktor yang ditentukan dengan dasar aktuarial berdasarkan beberapa asumsi. Asumsi yang digunakan untuk menentukan biaya bersih imbalan pascakerja mencakup tingkat diskonto, tingkat kenaikan gaji, dan tingkat pengembalian investasi. Perubahan asumsi-asumsi ini akan mempengaruhi jumlah tercatat liabilitas imbalan pascakerja. Nilai liabilitas imbalan kerja diungkapkan pada Catatan 26.

**Penurunan Nilai Aset Non-Keuangan**

Grup melakukan telaah atas penurunan nilai apabila terdapat kejadian atau perubahan keadaan yang mengindikasikan bahwa jumlah tercatat aset melebihi nilai yang dapat diperoleh kembali. Nilai yang dapat diperoleh kembali suatu aset atau unit penghasil kas ditentukan berdasarkan yang lebih tinggi antara harga jual bersih dan nilai pakai, yang dihitung berdasarkan asumsi dan estimasi manajemen. Perubahan asumsi penting, termasuk asumsi tingkat diskonto atau tingkat pertumbuhan dalam proyeksi arus kas dan asumsi harga, dapat mempengaruhi perhitungan nilai yang dapat diperoleh kembali secara material.

**Pengakuan Aset Pajak Tangguhan**

Sejauh mana aset pajak tangguhan dapat diakui didasarkan pada penilaian terhadap kemungkinan bahwa penghasilan kena pajak di masa depan akan tersedia di mana perbedaan temporer yang dapat dikurangkan dan akumulasi rugi pajak dapat digunakan. Selain itu, diperlukan pertimbangan yang signifikan dalam menilai dampak dari segala batasan hukum atau ekonomi atau ketidakpastian di berbagai yurisdiksi pajak.

**5. CRITICAL ACCOUNTING JUDGMENTS AND  
KEY SOURCES OF ESTIMATION  
UNCERTAINTY (Continued)**

**Key Sources of Estimation Uncertainty  
(Continued)**

**Estimated Useful Lives of Property and  
Equipment, Investment Property and Intangible  
Assets (Continued)**

Carrying amount of investment property, property and equipment, and intangible assets are disclosed in Notes 15, 16 and 17, respectively.

**Post Employment Benefits**

The present value of post-employment liability depends on several factors that are determined by actuarial basis based on several assumptions. Assumptions used to determine the net cost of post-employment benefits include a discount rate, salary increase rate, and expected return on plan assets. Changes in these assumptions will affect the carrying amounts of post-employment liabilities. The post employment liability are disclosed in Note 26.

**Impairment of Non-Financial Assets**

The Group reviews for impairment whenever events or changes in circumstances indicates that the carrying amount of the asset exceeds its recoverable amount. The recoverable amount of an asset or a cash generating unit is determined based on the higher of its fair value less cost to sell and its value in use, calculated on the basis of management's assumption and estimates. Changing the key assumption, including the discount rates or the growth rate assumptions in the cash flows projections and price assumptions, could materially affect the calculation of recoverable amounts.

**Recognition of Deferred Tax Assets**

The extent to which deferred tax assets can be recognised is based on an assessment of the probability that future taxable income will be available against which the deductible temporary differences and tax loss carry-forwards can be utilised. In addition, significant judgement is required in assessing the impact of any legal or economic limits or uncertainties in various tax jurisdictions.

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Sumber Estimasi Ketidakpastian (Lanjutan)

**Pengakuan Aset Pajak Tangguhan (Lanjutan)**

Jumlah tercatat utang pajak dan liabilitas pajak tangguhan-bersih Grup diungkapkan di Catatan 11.

**5. CRITICAL ACCOUNTING JUDGMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (Continued)**

Key Sources of Estimation Uncertainty (Continued)

**Recognition of Deferred Tax Assets (Continued)**

The carrying amount of the Group's taxes payable and deferred tax-net are disclosed in Note 11.

**6. KAS DAN SETARA KAS**

**6. CASH AND CASH EQUIVALENTS**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
<b>Kas</b>	328.139.062	241.976.513	<b>Cash on hand</b>
<b>Bank</b>			<b>Cash in Banks</b>
<b>Pihak Berelasi (Catatan 41):</b>			<b>Related parties (Note 41)</b>
<b>Rupiah</b>			<b>Rupiah</b>
PT Bank Mandiri (Persero) Tbk	86.040.367.288	44.699.410.521	PT Bank Mandiri (Persero) Tbk
PT Bank Negara Indonesia (Persero) Tbk	29.773.099.228	18.541.935.210	PT Bank Negara Indonesia (Persero) Tbk
PT Bank Rakyat Indonesia (Persero) Tbk	18.769.667.057	12.233.710.367	PT Bank Rakyat Indonesia (Persero) Tbk
<b>Sub Jumlah</b>	<u>134.583.133.573</u>	<u>75.475.056.098</u>	<b>Sub Total</b>
<b>Valuta Asing</b>			<b>Foreign Currency</b>
PT Bank Mandiri (Persero) Tbk (2020: USD 562.447 dan 2019: USD 315.964)	7.933.311.774	4.392.213.231	PT Bank Mandiri (Persero) Tbk (2020: USD 562,447 and 2019: USD 315,964)
PT Bank Negara Indonesia (Persero) Tbk (2020: USD Nihil dan 2019: USD 1.562)	-	21.710.999	PT Bank Negara Indonesia (Persero) Tbk (2020: USD Nil and 2019: USD 1,562)
PT Bank Rakyat Indonesia (Persero) Tbk (2020: USD Nihil dan 2019: USD 127.234)	-	1.768.682.893	PT Bank Rakyat Indonesia (Persero) Tbk (2020: USD Nil and 2019: USD 127,234)
<b>Sub Jumlah</b>	<u>7.933.311.774</u>	<u>6.182.607.123</u>	<b>Sub Total</b>
<b>Pihak Ketiga</b>			<b>Third Parties</b>
<b>Rupiah</b>			<b>Rupiah</b>
PT May Bank Tbk	2.809.675.885	2.541.293.330	PT May Bank Tbk
PT Bank Central Asia Tbk	1.570.796.596	2.850.771.009	PT Bank Central Asia Tbk
PT Bank Pembangunan Daerah	1.276.504.176	1.585.230.886	PT Bank Pembangunan Daerah
PT Bank CIMB Niaga Tbk	665.823.228	2.002.766.928	PT Bank CIMB Niaga Tbk
PT May Bank Syariah	130.173.031	-	PT May Bank Syariah
PT Bank Bukopin Tbk	8.586.701	1.090.278.051	PT Bank Bukopin Tbk
PT Bank UOB	19.055	18.973	PT Bank UOB
<b>Sub Jumlah</b>	<u>6.461.578.672</u>	<u>10.070.359.177</u>	<b>Sub Total</b>
<b>Jumlah Bank</b>	<u>148.978.024.019</u>	<u>91.728.022.398</u>	<b>Total Bank</b>
<b>Jumlah Kas dan Bank</b>	<u>149.306.163.081</u>	<u>91.969.998.911</u>	<b>Total Cash and Cash in Banks</b>
<b>Deposito Berjangka</b>			<b>Time Deposits</b>
<b>Pihak Berelasi (Catatan 41)</b>			<b>Related Parties (Note 41)</b>
<b>Rupiah</b>			<b>Rupiah</b>
PT Bank Tabungan Negara (Persero) Tbk	2.000.000.000	22.000.000.000	PT Bank Tabungan Negara (Persero) Tbk
PT Bank Mandiri (Persero) Tbk	72.500.000.000	119.257.500.000	PT Bank Mandiri (Persero) Tbk
PT Bank Rakyat Indonesia (Persero) Tbk	176.700.000.000	106.400.000.000	PT Bank Rakyat Indonesia (Persero) Tbk
PT Bank Negara Indonesia (Persero) Tbk	244.500.000.000	132.800.000.000	PT Bank Negara Indonesia (Persero) Tbk
<b>Sub Jumlah</b>	<u>495.700.000.000</u>	<u>380.457.500.000</u>	<b>Sub Total</b>

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**6. KAS DAN SETARA KAS (Lanjutan)**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019
<b>Deposito Berjangka</b>		
<b><u>Pihak Berelasi (Catatan 41)</u></b>		
<b>Valuta Asing</b>		
PT Bank Mandiri (Persero) Tbk (2020: USD 2.500.000 dan 2019: nihil)	35.262.500.000	-
<b>Sub Jumlah</b>	<u>35.262.500.000</u>	<u>-</u>
<b><u>Pihak Ketiga</u></b>		
<b>Rupiah</b>		
PT Bank Pembangunan Daerah	15.100.000.000	15.100.000.000
PT Bank Central Asia Tbk	3.000.000.000	3.000.000.000
PT Bank Bukopin (Persero) Tbk	-	5.000.000.000
<b>Sub Jumlah</b>	<u>18.100.000.000</u>	<u>23.100.000.000</u>
<b>Jumlah Deposito Berjangka</b>	<u>549.062.500.000</u>	<u>403.557.500.000</u>
<b>Jumlah Kas dan Setara Kas</b>	<u>698.368.663.081</u>	<u>495.527.498.911</u>

Tingkat suku bunga tahunan deposito berjangka pada tanggal laporan posisi keuangan konsolidasian sebagai berikut:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019
Rekening Rupiah	2,00% - 8,00%	6,00% - 7,00%
Rekening Dollar Amerika Serikat	0,50% - 2,75%	1,5% - 2,00%

Kas dan setara kas terdiri dari kas dan bank serta deposito yang jatuh tempo dalam waktu tiga bulan atau kurang dari tanggal perolehan.

Seluruh kas dan setara kas adalah milik Perseroan dan entitas anak tidak digunakan sebagai jaminan atau liabilitas dan pinjaman lainnya dan tidak dibatasi penggunaannya.

**6. CASH AND CASH EQUIVALENTS (Continued)**

<b>Time Deposits</b>
<b><u>Related Parties (Note 41)</u></b>
<b>Foreign Currency</b>
PT Bank Mandiri (Persero) Tbk (2020: USD 2,500,000 and 2019: USD nil)
<b>Sub Total</b>
<b><u>Third Parties</u></b>
<b>Rupiah</b>
PT Bank Pembangunan Daerah PT Bank Central Asia Tbk PT Bank Bukopin (Persero) Tbk
<b>Sub Total</b>
<b>Total Time Deposits</b>
<b>Total Cash and Cash Equivalents</b>

The annual interest rates of time deposits at consolidated financial position date are as follows:

Cash and cash equivalents consist of cash on hand and in banks and deposits with original maturities of three months or less from date of acquisition.

The entire cash and cash equivalents of the Company and subsidiaries are not pledged as collateral for liabilities and other loans and there are no restrictions for use.

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**7. ASET KEUANGAN LANCAR LAINNYA**

Aset keuangan lancar lainnya merupakan efek ekuitas yang tercatat dibursa, yang dikategorikan sebagai aset keuangan yang diukur FVTPL

**7. OTHER CURRENT FINANCIAL ASSETS**

Other current financial assets represent listed equity securities which is categorized as financial assets measured at FVTPL.

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Saham - nilai perolehan	8.834.575.000	8.834.575.000	Shares - acquisition value
Penurunan nilai yang belum direalisasi atas perubahan nilai wajar melalui laba rugi	(4.734.445.660)	(6.672.826.980)	Unrealized loss on changes in fair value of through profit or loss
<b>Nilai Wajar</b>	<b>4.100.129.340</b>	<b>2.161.748.020</b>	<b>Fair Value</b>
Mutasi nilai wajar saham:			Movements of the fair value of stock:
Saldo awal	9.297.075.000	9.297.075.000	Beginning balance
Penambahan	-	-	Additions
Pelepasan/Penjualan	(462.500.000)	(462.500.000)	Disposals/Sales
Penurunan Nilai yang Belum Direalisasi atas Perubahan Nilai Wajar Aset melalui laba rugi	(4.734.445.660)	(6.672.826.980)	Unrealized Loss on Decrease in FVTPL Financial Assets
<b>Saldo Akhir</b>	<b>4.100.129.340</b>	<b>2.161.748.020</b>	<b>Ending Balance</b>

Rugi belum terealisasi atas penurunan nilai wajar investasi dalam saham masing-masing sebesar Rp 4.734.445.660 dicatat pada pendapatan lainnya dan Rp 6.672.826.980 dicatat pada pendapatan komprehensif lainnya untuk tahun yang masing-masing berakhir 31 Desember 2020 dan 2019.

Unrealised loss on decreases in fair value of investment in shares recorded in other revenue amounted to Rp 4,734,445,660 and Rp 6,672,826,980 recorded in other comprehensive income for the year ended December 31, 2020 and 2019, respectively.

Nilai wajar investasi dalam saham ditetapkan berdasarkan nilai wajar efek yang aktif diperdagangkan di Bursa Efek Indonesia menggunakan harga perdagangan terakhir efek tersebut.

The fair value of investment in share is determined based on the fair value of such securities that are actively traded on Indonesia Stock Exchange using the last closing price of such securities.

Berikut rincian aset keuangan lainnya per 31 Desember 2020 dan 2019:

The detail of each other current financial assets as of December 31, 2020 and 2019, as follows:

Nama Perusahaan/Company Name	Jumlah lembar/ Shares		Nilai nominal/Nominal Value		31 Desember/ December 31,	31 Desember/ December 31,
	2020	2019	2020	2019	2020	2019
PT Aneka Tambang Tbk	500.000	500.000	1.887.500.000	1.887.500.000	967.500.000	375.000.000
PT Value Indonesia Tbk	500.000	500.000	3.187.500.000	3.187.500.000	2.550.000.000	1.500.000.000
PT Bumi Resoruces Tbk	350.000	350.000	2.592.575.000	2.592.575.000	25.200.000	22.750.000
PT Energi Eka Persada	62.500	62.500	437.500.000	437.500.000	8.062.500	3.187.500
PT Timah Tbk	369.944	369.944	729.500.000	729.500.000	549.366.840	260.810.520
<b>Jumlah/Total</b>	<b>1.782.444</b>	<b>1.782.444</b>	<b>8.834.575.000</b>	<b>8.834.575.000</b>	<b>4.100.129.340</b>	<b>2.161.748.020</b>



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**8. PIUTANG USAHA**

Akun ini terutama merupakan piutang usaha kepada pihak ketiga dan pihak berelasi yang berasal dari layanan jasa kepelabuhanan dan optimalisasi aset, dengan rincian sebagai berikut:

**8. TRADE RECEIVABLES**

This account is mainly receivable from, third parties and related parties that came from the service of port services and asset optimization, with details as follows:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
a. Berdasarkan pelanggan			a. By debtor
<u>Pihak Berelasi (Catatan 41)</u>			<u>Related Parties (Note 41)</u>
PT Djakarta Llyod (Persero)	3.383.976.050	3.373.254.332	PT Djakarta Llyod (Persero)
PT Pelni (Persero)	2.820.282.896	6.266.037.926	PT Pelni (Persero)
PT Pembangkit Jawa Bali	764.829.325	2.945.228.679	PT Pembangkit Jawa Bali
PT Semen Tonasa	525.972.944	21.594.375	PT Semen Tonasa
PT Perikanan Nusantara (Persero)	444.119.250	-	PT Perikanan Nusantara (Persero)
PT Pertamina (Persero)	382.678.588	5.949.817.715	PT Pertamina (Persero)
TNI Angkatan Laut	222.084.895	1.084.738.912	TNI Angkatan Laut
PT Bank Mandiri (Persero) Tbk	157.517.822	-	PT Bank Mandiri (Persero) Tbk
PT Bhanda Ghara Rekza	57.373.225	165.090.605	PT Bhanda Ghara Rekza
Perusda - Aneka Usaha dan Jasa	14.924.750	159.025.000	Perusda - Aneka Usaha dan Jasa
PT Wijaya Karya (Persero) Tbk	-	5.619.896.574	PT Wijaya Karya (Persero) Tbk
PT Waskita Raya	-	117.874.616	PT Waskita Raya
Lain-lain (dibawah Rp 100 juta)	964.556.227	24.321.044.721	Others (Below Rp 100 Million)
<b>Sub Jumlah</b>	<b>9.738.315.972</b>	<b>50.023.603.455</b>	<b>Sub Total</b>
Cadangan kerugian kredit	(5.504.010.433)	(3.492.689.122)	Allowance for credit losses
Bersih	<b>4.234.305.539</b>	<b>46.530.914.333</b>	Net
<u>Pihak Ketiga</u>			<u>Third Parties</u>
PT Salam Pasific Indonesia Lines	24.225.843.712	50.622.070.339	PT Salam Pasific Indonesia Lines
PT Pertamina Trans Kontinental	13.993.412.476	7.920.966.723	PT Pertamina Trans Kontinental
PT Alam Jaya Transport	10.301.800.000	10.302.800.000	PT Alam Jaya Transport
PT Dermaga Perkasa	8.639.993.325	11.642.895.471	PT Dermaga Perkasa
PT Meratus Line	5.778.414.856	10.148.904.663	PT Meratus Line
PT Serasi Shipping	5.414.475.623	5.829.657.120	PT Serasi Shipping
Kegiatan Trading Beras	3.957.605.750	3.957.605.750	Kegiatan Trading Beras
PT Tempuran Emas	3.874.291.081	6.842.753.604	PT Tempuran Emas
PT Tanto Intim Line	3.812.658.579	6.868.296.944	PT Tanto Intim Line
PT. FH Bertling Logistics Indonesia	3.508.580.000	-	PT. FH Bertling Logistics Indonesia
PT Pelayaran Eka Ivanajasa	3.503.241.706	2.047.070.095	PT Pelayaran Eka Ivanajasa
PT. Lloyd Express Indonesia	3.202.365.000	-	PT. Lloyd Express Indonesia
PT Bahana Utama Line	3.005.054.803	2.882.300.050	PT Bahana Utama Line
PT. Haluan Segara Line	3.172.667.802	1.737.479.496	PT. Haluan Segara Line
PT Altus Logistics Services Indonesia	2.663.922.046	-	PT Altus Logistics Services Indonesia
PT Trans Coal Pacific	2.448.017.079	2.758.731.350	PT Trans Coal Pacific
CV Risma Buana	2.386.623.816	2.386.623.816	CV Risma Buana
PT Penascop Maritim Indonesia	2.279.694.815	1.090.682.056	PT Penascop Maritim Indonesia
PT Sea Horse	2.197.165.457	-	PT Sea Horse
Tanjung Redeb	2.098.961.571	2.098.961.571	Tanjung Redeb
PT Pertamina Ops. Marine/Jasr	-	8.569.885.804	PT Pertamina Ops. Marine/Jasr
PT PP-BK KSO	-	2.694.445.199	PT PP-BK KSO
PT Mitsui Indonesia	-	2.455.312.206	PT Mitsui Indonesia
Lain-lain (dibawah Rp 2 Miliar)	96.139.026.872	108.238.460.500	Others (below Rp 2 Billion)
<b>Sub Jumlah</b>	<b>206.603.816.369</b>	<b>251.095.902.757</b>	<b>Sub Total</b>
Cadangan kerugian kredit	(79.198.330.822)	(57.037.857.435)	Allowance for credit losses
Bersih	<b>127.405.485.547</b>	<b>194.058.045.322</b>	Net
<b>Jumlah Piutang Usaha - bersih</b>	<b>131.639.791.086</b>	<b>240.588.959.655</b>	<b>Total Receivable - net</b>

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**8. PIUTANG USAHA (Lanjutan)**

b. Rincian piutang usaha yang belum diturunkan nilainya:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Belum jatuh tempo	64.243.265.135	47.565.369.372	Not yet impaired
Lew at jatuh tempo:			Past due:
Kurang dari 8 hari	-	-	Under 8 days
9 hari - 1 bulan	47.055.312.797	98.200.181.107	9 days - 1 month
1 - 3 bulan	13.639.228.322	50.003.167.251	1 - 3 months
3 - 6 bulan	4.156.926.573	12.077.593.116	3 - 6 months
6 - 9 bulan	1.763.864.108	3.779.945.866	6 - 9 months
9 - 12 bulan	781.194.151	28.962.702.943	9 - 12 months
<b>Jumlah</b>	<b>131.639.791.086</b>	<b>240.588.959.655</b>	<b>Total</b>

Seluruh saldo piutang usaha per 31 Desember 2020 dalam mata uang Rupiah.

All outstanding balances of trade receivables as of December 31, 2020 are denominated in Rupiah.

Jangka waktu rata-rata kredit penjualan barang adalah 8 hari. Tidak ada bunga yang dibebankan.

The average credit period on sale of goods is 8 days. No interest is charged on trade accounts receivable.

Rincian pelanggan dengan nilai piutang melebihi 5% dari jumlah saldo piutang usaha adalah sebagai berikut:

The details of customer with value of receivables that exceeds 5% of the total trade receivable balance are as follows:

Pelanggan/Customer	2020		2019	
	Saldo piutang usaha/ Trade receivable balance	Persentase dari jumlah piutang usaha As percentage of trade receivable balance	Saldo piutang usaha/ Trade receivable balance	Persentase dari jumlah piutang usaha As percentage of trade receivable balance
PT Salam Pacific Indonesia Lines	24.225.843.712	18%	50.622.070.339	21%
PT Pertamina Trans Kontinental	13.993.412.476	11%	7.920.966.723	3%
PT Alam Jaya Transport	10.301.800.000	8%	10.302.800.000	4%
PT Dermaga Perkasa	8.639.993.325	7%	11.642.895.471	5%
<b>Jumlah</b>	<b>57.161.049.513</b>		<b>80.488.732.533</b>	

Dalam piutang usaha terdapat piutang yang belum difakturkan yang merupakan pengakuan pendapatan atas pekerjaan jasa kepelabuhanan yang telah diberikan kepada pengguna jasa namun belum diterbitkan nota penagihannya.

Within trade receivables there were unbilled receivables representing revenue recognized for port services that have been provided to the service user but are yet to be issued a billing note.

Piutang usaha tidak dikenakan bunga dan umumnya dikenakan syarat pembayaran selambat-lambatnya 14 hari sejak tanggal faktur.

Trade receivables are not subject to interest and are generally subject to the terms of payment of no later than 14 days from the invoice date.

Tidak terdapat piutang usaha yang dijadikan jaminan atas liabilitas dan pinjaman lainnya.

There are no trade receivables that are used as collateral for liabilities and other loans.

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**8. PIUTANG USAHA (Lanjutan)**

Rincian piutang usaha belum difakturkan sebagai berikut:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Piutang berelasi	-	24.497.375.950	<i>Related parties</i>
Piutang pihak ketiga	13.868.095.985	33.386.497.871	<i>Third parties</i>
<b>Jumlah</b>	<b>13.868.095.985</b>	<b>57.883.873.821</b>	<b>Total</b>

Mutasi cadangan kerugian kredit ekspektasian:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Saldo Awal	60.530.546.557	58.214.125.279	<i>Beginning Balance</i>
Penyesuaian Penerapan PSAK 71	11.637.969.565	-	<i>Adjustment on Application of PSAK 71</i>
Penambahan Tahun Berjalan	31.673.494.228	4.353.588.063	<i>Provisions during the year</i>
Pemulihan atas provisi penurunan nilai	(19.139.669.095)	(2.037.166.785)	<i>Recovery on provisions for impairment</i>
<b>Saldo Akhir</b>	<b>84.702.341.255</b>	<b>60.530.546.557</b>	<b>Ending Balance</b>

Cadangan kerugian kredit untuk piutang usaha telah diukur sejumlah ECL sepanjang umur. ECL pada piutang usaha diestimasi berdasarkan pendekatan sederhana dengan menggunakan matriks provisi dengan mengacu pada probabilitas suatu piutang yang berpotensi gagal bayar pada titik manapun selama umur instrumen keuangan tersebut dan yang disesuaikan dengan faktor-faktor yang spesifik dari debitur dan kondisi ekonomi umum industri di mana debitur beroperasi.

Dalam menentukan pemulihan kerugian kredit dari piutang usaha, Grup mempertimbangkan setiap perubahan dalam kualitas kredit dari piutang usaha dari tanggal awalnya kredit diberikan sampai dengan akhir periode pelaporan. Konsentrasi risiko kredit terbatas karena basis pelanggan yang besar dan tidak saling berhubungan.

Seluruh cadangan kerugian kredit ekspektasian adalah piutang usaha yang diturunkan nilainya secara kolektif masing-masing sebesar Rp 84.702.341.255 dan Rp 60.530.546.557 pada tanggal 31 Desember 2020 dan 2019. Grup tidak memiliki jaminan atas piutang tersebut.

Manajemen berkeyakinan bahwa provisi kerugian penurunan nilai yang dicadangkan cukup untuk menutupi kemungkinan atas kerugian akibat tidak tertagihnya piutang usaha.

**8. TRADE RECEIVABLES (Continued)**

*Details of unbilled receivables are as follows:*

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Piutang berelasi	-	24.497.375.950	<i>Related parties</i>
Piutang pihak ketiga	13.868.095.985	33.386.497.871	<i>Third parties</i>
<b>Jumlah</b>	<b>13.868.095.985</b>	<b>57.883.873.821</b>	<b>Total</b>

*Movement in allowance for expected credit losses*

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Saldo Awal	60.530.546.557	58.214.125.279	<i>Beginning Balance</i>
Penyesuaian Penerapan PSAK 71	11.637.969.565	-	<i>Adjustment on Application of PSAK 71</i>
Penambahan Tahun Berjalan	31.673.494.228	4.353.588.063	<i>Provisions during the year</i>
Pemulihan atas provisi penurunan nilai	(19.139.669.095)	(2.037.166.785)	<i>Recovery on provisions for impairment</i>
<b>Saldo Akhir</b>	<b>84.702.341.255</b>	<b>60.530.546.557</b>	<b>Ending Balance</b>

*Allowance for credit losses for trade accounts receivable has been measured at an amount equal to lifetime ECL. The ECL on trade accounts receivable are estimated using a simplified approach by using a provision matrix by reference to the probability of a receivable that potentially default at any time during the lifetime and adjusted for factors that are specific to the debtors and general economic conditions of the industry in which the debtors operate.*

*In determining the recoverability credit losses of a trade receivable, the Group considers any change in the credit quality of the trade receivable from the date credit was initially granted up to the end of the reporting period. The concentration of credit risk is limited as the customer base is large and unrelated.*

*All of in the allowance for expected credit losses are collective impaired trade receivables amounting Rp 84,702,341,255 and Rp 60,530,546,557 at December 31, 2020 and 2019, respectively. The Group does not hold any collateral over these balances.*

*Management believes that the provision for impairment losses are sufficient to cover possible losses on uncollectible trade receivables.*

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**9. PIUTANG LAIN-LAIN**

Akun ini merupakan piutang yang terdiri dari piutang non usaha, piutang karyawan, dan lainnya dengan rincian sebagai berikut:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019
<b>Pihak Berelasi (Catatan 41)</b>		
PT Pengerukan Indonesia (Persero)	-	3.009.000.000
Sekretariat Bersama - PT Pelabuhan Indonesia I s/d IV (Persero)	2.230.403.180	2.230.403.180
Pegawai	60.971.185	1.093.322.754
<b>Sub Jumlah</b>	<u>2.291.374.365</u>	<u>6.332.725.934</u>
<b>Pihak Ketiga</b>	<u>10.414.690.281</u>	<u>14.004.130.506</u>
<b>Jumlah</b>	12.706.064.646	20.336.856.440
Provisi Kerugian Penurunan Nilai	(48.373.322)	(1.438.199.458)
<b>Jumlah Piutang - Bersih</b>	<u><u>12.657.691.324</u></u>	<u><u>18.898.656.982</u></u>

**9. OTHER ACCOUNT RECEIVABLES**

This account represents receivables for internal purpose which consist of non-trade receivables, receivable from employees, and others with the following details:

	31 Desember/ December 31, 2019
<b>Related Parties (Note 41)</b>	
PT Pengerukan Indonesia (Persero)	3.009.000.000
Joint Secretariat - PT Pelabuhan Indonesia I until IV (Persero)	2.230.403.180
Employees	1.093.322.754
<b>Sub Total</b>	<u>6.332.725.934</u>
<b>Third Parties</b>	<u>14.004.130.506</u>
<b>Total</b>	20.336.856.440
Provision of Impairment Losses	(1.438.199.458)
<b>Total Account Receivable - Net</b>	<u><u>18.898.656.982</u></u>

Perubahan provisi kerugian penurunan nilai piutang lain-lain sebagai berikut:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019
Saldo Awal	1.438.199.458	13.954.755.862
Pemulihan	(1.389.826.136)	(12.516.556.404)
<b>Saldo Akhir</b>	<u><u>48.373.322</u></u>	<u><u>1.438.199.458</u></u>

Changes in the provision for impairment losses on other receivables are as follows:

Beginning Balance	13.954.755.862
Recovery	(12.516.556.404)
<b>Ending Balance</b>	<u><u>1.438.199.458</u></u>

Piutang pegawai merupakan piutang yang terjadi sebagai akibat pengalihan tanggungjawab terhadap uang muka yang belum dipertanggungjawabkan sampai dengan jangka waktu pertanggungjawaban uang muka yang telah ditetapkan.

Employees' receivables represent debts incurred as a result of the transfer of responsibilities against advances that have not been accounted for up to the period of liability account advances that have been determined.

Manajemen berkeyakinan bahwa provisi kerugian penurunan nilai yang dicadangkan cukup untuk menutupi kemungkinan atas kerugian akibat tidak tertagihnya piutang.

Management believes that the provision for impairment losses are sufficient to cover possible losses on uncollectible accounts receivable.

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**10. PERSEDIAAN**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Suku Cadang Alat Fasilitas Pelabuhan	11.591.106.217	9.662.369.455	Spareparts Equipment Port Facility
Bahan Pelumas	2.377.867.278	2.447.822.045	Lubricants materials
Bahan Bakar	547.169.196	1.522.391.458	Fuel
Suku Cadang Kapal	1.071.396.431	859.104.264	Ship spareparts
Perlengkapan	510.668.199	739.785.969	Equipment Spareparts
Alat Tulis dan cetakan	157.397.049	143.160.432	Stationery and printing
Suku Cadang Instalasi Fasilitas Pelabuhan	109.696.163	104.523.747	Spareparts of Installation Port Facility
Suku cadang kendaraan	46.308.500	19.973.500	Spareparts Vehicle
Jumlah	<u>16.411.609.033</u>	<u>15.499.130.870</u>	Total

Tidak terdapat persediaan yang digunakan sebagai jaminan atas liabilitas dan pinjaman lainnya.

There are no inventories used as collateral for liabilities and other loans.

Persediaan tidak diasuransikan terhadap risiko kebakaran, pencurian dan resiko lainnya. Manajemen berkeyakinan bahwa persediaan Perseroan terletak pada beberapa lokasi, sehingga kemungkinan timbulnya kerugian dalam waktu yang bersamaan untuk beberapa lokasi adalah sangat kecil.

Inventories are not insured against fire, burglary and other risks. Management believes that, the company's inventory is located in several locations, so the possibility of a loss in the same time to multiple locations is very small.

Manajemen berkeyakinan bahwa nilai tercatat dari persediaan tidak melebihi nilai pengganti atau nilai pemulihan aset dan tidak terdapat persediaan usang pada komponen aset lancar.

Management believes that the carrying value of inventories does not exceed replacement or recovery value of assets and there are no obsolete inventories in current assets component.

Persediaan usang telah dilakukan reklasifikasi kedalam aset tidak lancar lainnya dan telah dilakukan penurunan nilai persediaan.

Obsolete inventory reclassified into other non-current assets has been subjected to impairment.

**11. PERPAJAKAN**

Akun ini merupakan pajak dibayar dimuka dan utang pajak yang harus segera dibayar dengan rincian sebagai berikut:

**11. TAXES**

This account represents prepaid taxes and tax payable that must be paid as follows:

**a. Pajak Dibayar Dimuka**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Lebih Bayar Pajak Penghasilan			Over Payment
Badan Pasal 28A:			Article 28A
Perseroan			The Company
2020	39.043.430.172	-	2020
2019	71.958.443.309	71.958.443.309	2019
2018	-	28.673.575.116	2018
Sub Jumlah	<u>111.001.873.481</u>	<u>100.632.018.425</u>	Sub total
Entitas Anak	<u>4.219.464.930</u>	<u>2.715.897.882</u>	Subsidiaries
Sub Jumlah	<u>115.221.338.411</u>	<u>103.347.916.307</u>	Sub total
PPh Pasal 23	1.419.543.996	-	Income Tax Article 23
Pajak Pertambahan Nilai	202.625.754.986	185.276.151.217	Value Added Tax
PPh Pasal 4 ayat 2	<u>74.834.439</u>	<u>5.349.120.038</u>	Income Tax Article 4 (2)
Jumlah	<u>319.341.471.832</u>	<u>293.973.187.562</u>	Total

**a. Prepaid Taxes**



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**11. PERPAJAKAN (Lanjutan)**

**a. Pajak Dibayar Dimuka (Lanjutan)**

Pada tahun 2020, Perseroan menerima Surat Ketetapan Pajak Lebih Bayar (SKPLB) atas pajak badan tahun 2018 sebesar Rp 20.608.237.883. Entitas anak juga melakukan penyesuaian pajak lebih bayar yang dilaporkan pada Surat Pemberitahuan Tahunan (SPT) untuk tahun sebelumnya sebesar Rp 6.602.637.715. Selisih nilai tercatat dan hasil keputusan pemeriksaan dan penyesuaian di entitas anak tersebut diakui pada beban pajak di tahun berjalan.

**b. Utang Pajak**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019
Pajak Kini		
Perseroan	-	-
Entitas anak	3.126.775.611	1.296.422.625
Pajak Penghasilan		
PPh Pasal 21	6.836.751.117	10.691.654.727
PPh Pasal 4 dan 23	5.647.045.127	7.840.784.326
PPh Pasal 25	232.745.714	12.276.489.857
Pajak Pertambahan Nilai	108.946.692.642	103.344.094.097
Pajak Bumi dan Bangunan	58.818.816	46.890.006
Pajak Lainnya	937.837.602	3.310.461.819
Jumlah	<u>125.786.666.629</u>	<u>138.806.797.457</u>

**c. Beban Pajak**

	2020	2019*)
<b>Beban Pajak Penghasilan Badan:</b>		
<b>Pajak kini</b>		
Perseroan	57.912.457.900	114.213.420.000
Entitas Anak	11.902.660.322	9.872.728.230
Penyesuaian	14.667.974.735	-
<b>Sub Jumlah</b>	<u>84.483.092.957</u>	<u>124.086.148.230</u>
<b>Pajak tangguhan</b>		
Perseroan	23.214.652.766	36.063.536.603
Entitas Anak	657.100.411	(2.568.883.911)
<b>Sub Jumlah</b>	<u>23.871.753.177</u>	<u>33.494.652.692</u>
<b>Jumlah Beban Pajak</b>	<u>108.354.846.134</u>	<u>157.580.800.922</u>

\*) Disajikan kembali (Catatan 46)

**11. TAXES (Continued)**

**a. Prepaid Taxes (Continued)**

In 2020, the Company received Overpayment Tax Assessment Letter (SKPLB) for 2018 corporate income taxes with total amount of Rp 20,608,237,883. The subsidiaries recognized adjustment on overpayment tax that reported in Annual Tax Return (SPT) previous period amounting to Rp 6,602,637,715. The difference between carrying amount and adjustment on tax assessment, and adjustment in subsidiaries result were charged to tax expenses in current year.

**b. Taxes Payable**

Current Taxes
The Company
The Subsidiaries
Income Taxes
Income Tax Article 21
Income Tax Article 4 and 23
Income Tax Article 25
Value Added Tax
Land and Building Tax
Other Taxes
<b>Total</b>

**c. Tax Expense**

Corporate Income Tax:
Current tax
The Company
Subsidiaries
Adjustment
Sub Total
Deferred tax
The Company
Subsidiaries
Sub Total
<b>Total Tax Expenses</b>
<i>As restated (Note 46)</i>

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**11. PERPAJAKAN (Lanjutan)**

**c. Beban Pajak (Lanjutan)**

Rekonsiliasi antara laba sebelum pajak menurut laporan laba rugi konsolidasian dan penghasilan komprehensif lainnya dengan laba fiskal Perseroan adalah sebagai berikut:

	2020	2019*)
Laba Sebelum Pajak	392.117.062.803	543.226.639.191
Dikurangi: Laba Entitas Anak	<u>22.488.578.923</u>	<u>8.113.468.743</u>
<b>Laba sebelum Pajak Perseroan</b>	<b><u>369.628.483.880</u></b>	<b><u>535.113.170.448</u></b>
<b>Perbedaan Waktu:</b>		
Beban penyusutan dan amortisasi	(170.294.635.414)	(150.790.045.880)
Aset keuangan FVTPL	(1.938.381.318)	-
Kerugian kredit ekspektasian	12.278.703.186	(3.355.724.552)
Bonus dan imbalan paska kerja	45.815.885.637	9.891.624.020
<b>Sub jumlah</b>	<b><u>(114.138.427.909)</u></b>	<b><u>(144.254.146.412)</u></b>

\*) Disajikan kembali (Catatan 46)

	2020	2019*)
<b>Beban yang tidak dapat diperhitungkan menurut fiskal:</b>		
Beban bahan	6.171.965.562	3.344.195.290
Beban pemeliharaan	8.544.272.889	9.248.349.048
Beban asuransi	1.615.123.703	1.152.287.879
Beban administrasi kantor	377.207.182	232.589.410
Beban umum	55.952.558.338	104.087.068.122
Beban non usaha	-	1.322.279.026
Beban penyusutan	3.318.133.853	4.218.563.020
Beban keuangan	-	5.565.126.325
Beban sumber daya pihak ketiga	3.291.120.688	390.912.795
Beban sehubungan dengan penghasilan final	15.034.626.233	2.488.006.824
Pendapatan yang telah dipungut Pajak Final	<u>(86.556.618.551)</u>	<u>(66.054.721.428)</u>
<b>Sub Jumlah</b>	<b><u>7.748.389.897</u></b>	<b><u>65.994.656.311</u></b>
<b>Jumlah</b>	<b><u>(106.390.038.012)</u></b>	<b><u>(78.259.490.101)</u></b>
<b>Penghasilan Kena Pajak</b>	<b><u>263.238.445.868</u></b>	<b><u>456.853.680.347</u></b>
<b>Pajak Penghasilan Badan Terutang</b>	<b><u>57.912.457.900</u></b>	<b><u>114.213.420.000</u></b>
<b>Dikurangi pajak dibayar dimuka:</b>		
Pajak Penghasilan Pasal 22	1.883.068.000	-
Pajak Penghasilan Pasal 23	13.261.910.306	15.927.288.533
Pajak Penghasilan Pasal 25	81.810.909.766	170.244.574.776
<b>Jumlah</b>	<b><u>96.955.888.072</u></b>	<b><u>186.171.863.309</u></b>
<b>Lebih Bayar Pajak Kini</b>	<b><u>(39.043.430.172)</u></b>	<b><u>(71.958.443.309)</u></b>
<b>Entitas Anak:</b>		
PT Kaltim Kariangau Terminal		
Pajak Penghasilan Badan Terutang	7.128.955.020	5.255.925.000
Pajak Dibayar Dimuka	<u>(5.190.337.830)</u>	<u>(7.158.162.891)</u>
<b>Kurang (lebih) Bayar Pajak Kini</b>	<b><u>1.938.617.190</u></b>	<b><u>(1.902.237.891)</u></b>
<b>PT Equiport Inti Indonesia</b>		
Pajak Penghasilan Badan Terutang	2.837.522.820	3.620.831.000
Pajak Dibayar Dimuka	<u>(5.154.749.859)</u>	<u>(3.002.378.432)</u>
<b>Kurang (lebih) Bayar Pajak Kini</b>	<b><u>(2.317.227.039)</u></b>	<b><u>618.452.568</u></b>
<b>PT Nusantara Terminal Services</b>		
Pajak Penghasilan Badan Terutang	1.936.182.482	995.972.230
Pajak Dibayar Dimuka	<u>(748.024.061)</u>	<u>(348.366.291)</u>
<b>Kurang (lebih) Bayar Pajak Kini</b>	<b><u>1.188.158.421</u></b>	<b><u>647.605.939</u></b>

\*) Disajikan kembali (Catatan 46)

**11. TAXES (Continued)**

**c. Tax Expense (Continued)**

A reconciliation between income before tax per consolidated statements of profit or loss and other comprehensive income and taxable income of the Company is as follows:

Profit Before Tax	543.226.639.191
Less: Profit of Subsidiaries	(8.113.468.743)
<b>Profit before Tax of the Company</b>	<b>535.113.170.448</b>
<b>Temporary differences:</b>	
Depreciation and amortization expense	(170.294.635.414)
Financial Asset Instrument - FVTPL	(1.938.381.318)
Expected credit loss	12.278.703.186
Bonuses and post-retirement benefit	45.815.885.637
<b>Sub total</b>	<b>(144.254.146.412)</b>

As restated (Note 46)

<b>Expenses that are not deductible for tax purposes</b>	
Material expenses	6.171.965.562
Maintenance expenses	8.544.272.889
Insurance expenses	1.615.123.703
Administrative expense	377.207.182
General expenses	55.952.558.338
Other non operating expenses	-
Depreciation expenses	3.318.133.853
Finance expenses	-
Third party resources expenses	3.291.120.688
Expenses related to final income	15.034.626.233
Revenues subjected to Final Tax	<u>(86.556.618.551)</u>
<b>Sub Total</b>	<b><u>(78.259.490.101)</u></b>
<b>Total</b>	<b><u>(106.390.038.012)</u></b>
<b>Taxable Income</b>	<b><u>263.238.445.868</u></b>
<b>Corporate Income Tax Payable</b>	<b><u>57.912.457.900</u></b>
<b>Less prepaid taxes:</b>	
Income Tax Article 22	1.883.068.000
Income Tax Article 23	13.261.910.306
Income Tax Article 25	81.810.909.766
<b>Total</b>	<b><u>96.955.888.072</u></b>
<b>Current Tax Over Payment</b>	<b><u>(39.043.430.172)</u></b>
<b>Subsidiaries:</b>	
PT Kaltim Kariangau Terminal	
Corporate Income Tax Payable	7.128.955.020
Prepaid Taxes	<u>(5.190.337.830)</u>
<b>Current Tax Under (Over) Payment</b>	<b><u>1.938.617.190</u></b>
<b>PT Equiport Inti Indonesia</b>	
Corporate Income Tax Payable	2.837.522.820
Prepaid Taxes	<u>(5.154.749.859)</u>
<b>Current Tax Under (Over) Payment</b>	<b><u>(2.317.227.039)</u></b>
<b>PT Nusantara Terminal Services</b>	
Corporate Income Tax Payable	1.936.182.482
Prepaid Taxes	<u>(748.024.061)</u>
<b>Current Tax Under (Over) Payment</b>	<b><u>1.188.158.421</u></b>

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**11. PERPAJAKAN (Lanjutan)**

**11. TAXES (Continued)**

**c. Beban Pajak (Lanjutan)**

**c. Tax Expense (Continued)**

	2020		2019		
	Lebih Bayar / Over Payment	Kurang Bayar / Under Payment	Lebih Bayar / Over Payment	Kurang Bayar / Under Payment	
Perseroan					The Company
2020	(39.043.430.172)	-	-	-	2020
2019	(71.958.443.309)	-	(71.958.443.309)	-	2019
2018	-	-	(28.673.575.116)	-	2018
Entitas Anak					Subsidiaries
KKT					KKT
2020	-	1.938.617.190	-	-	2020
2019	(1.902.237.891)	-	(1.902.237.891)	-	2019
EII					EII
2020	(2.317.227.039)	-	-	-	2020
2019	-	-	(30.364.118)	648.816.686	2019
NTS					NTS
2020	-	1.188.158.421	-	-	2020
2019	-	-	-	647.605.939	2019
2018	-	-	(783.295.873)	-	2018
<b>Jumlah</b>	<b>(115.221.338.411)</b>	<b>3.126.775.611</b>	<b>(103.347.916.307)</b>	<b>1.296.422.625</b>	<b>Total</b>

Rekonsiliasi fiskal menjadi dasar dalam pengisian SPT Pajak Penghasilan (PPH) Badan, mengingat dasar perhitungan pajak penghasilan badan pada SPT PPh Badan menggunakan laporan keuangan yang diaudit.

Fiscal reconciliation becomes the basis for the filling of the SPT, considering the basis of the corporate income tax calculation on the Annual Income Tax using the audited financial statements.

**d. Pajak Tangguhan**

**d. Deferred Taxes**

	2020				Aset (Liabilitas) Pajak Tangguhan/ Deferred Tax Assets (Liabilities) Saldo Akhir/ Ending Balance	
	Aset (Liabilitas) Pajak Tangguhan/ Deferred Tax Assets (Liabilities) Saldo Awal/ Beginning Balance	Dibebankan ke Laba Rugi/ Charged to Profit (Loss)	Dibebankan ke Penghasilan Komprehensif lain/ Charged to Comprehensif Income	Penyesuaian Tarif pajak/ Charged to Adjustment to tax rate		
Perseroan:						The Company:
Cadangan Penurunan Nilai Piutang	8.527.032.851	2.701.314.701	-	369.566.150	11.597.913.702	Allowance for Impairment Value of Receivables
Aset keuangan FVTPL	1.668.206.745	(426.443.890)	-	(294.873.723)	946.889.132	Financial assets FVTPL
Pensiun dan Liabilitas Pasca Kerja	74.452.376.260	1.666.193.886	6.456.262.503	(15.828.880.379)	66.945.952.270	Pension and Employee Benefit Liabilities
Bonus dan Benefit Lainnya	27.682.966.247	8.413.300.954	-	(6.301.438.791)	29.794.828.410	Bonus and Other Benefit
Perbedaan Nilai Buku Aset Tetap Komersial dan Fiskal	(134.580.525.118)	(37.464.819.791)	-	30.321.997.732	(141.723.347.177)	Difference of Book Value Commercial and fiscal
<b>Liabilitas Pajak Tangguhan Bersih</b>	<b>(22.249.943.015)</b>	<b>(25.110.454.140)</b>	<b>6.456.262.503</b>	<b>8.466.370.989</b>	<b>(32.437.763.663)</b>	<b>Deferred Tax Liabilities - Net</b>
Entitas Anak:						Subsidiaries:
Aset Pajak Tangguhan	6.801.283.570	46.446.133	-	(13.422.129)	6.834.307.574	Deferred Tax Assets
Liabilitas Pajak Tangguhan	(342.291.518)	(706.573.447)	13.284.504	12.752.584	(1.022.827.877)	Deferred Tax Liabilities
<b>Jumlah Aset Pajak Tangguhan</b>	<b>6.801.283.570</b>	<b>46.446.133</b>	<b>-</b>	<b>(13.422.129)</b>	<b>6.834.307.574</b>	<b>Deferred Tax Assets - Total</b>
<b>Jumlah Liabilitas Pajak Tangguhan</b>	<b>(22.592.234.533)</b>	<b>(25.817.027.587)</b>	<b>6.469.547.007</b>	<b>8.479.123.573</b>	<b>(33.460.591.540)</b>	<b>Deferred Tax Liabilities - Total</b>

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**11. PERPAJAKAN (Lanjutan)**

**11. TAXES (Continued)**

**d. Pajak Tangguhan (Lanjutan)**

**d. Deferred Taxes (Continued)**

	2019*)				
	Aset (Liabilitas) Pajak Tangguhan/ Deferred Tax Assets (Liabilities) Saldo Awal/ Beginning Balance	Dibebankan ke Laba Rugi/ Charged/Credited to profit Loss	Dibebankan (Dikreditkan) ke Pendapatan Komprehensif lain Charged (Credited) to Comprehensive Income	Aset (Liabilitas) Pajak Tangguhan/ Deferred Tax Assets (Liabilities) Saldo Akhir/ Ending Balance	
<b>Perseroan:</b>					<b>The Company:</b>
Cadangan Penurunan Nilai Piutang	9.365.963.989	(838.931.138)	-	8.527.032.851	Allowance for Impairment Value of Receivables
Aset keuangan tersedia dijual	1.625.898.070	-	42.308.675	1.668.206.745	Financial assets available for sale
Pensiun dan Liabilitas Pasca Kerja Bonus dan Benefit Lainnya	48.041.377.657	2.533.188.142	23.877.810.461	74.452.376.260	Pension and Employee Benefit Liabilities
Perbedaan Nilai Buku Aset Tetap Komersial dan Fiskal	27.743.248.384	(60.282.137)	-	27.682.966.247	Difference of Book Value Commercial and fiscal
	(96.883.013.648)	(37.697.511.470)	-	(134.580.525.118)	
<b>Liabilitas Pajak Tangguhan Bersih</b>	<b>(10.106.525.548)</b>	<b>(36.063.536.603)</b>	<b>23.920.119.136</b>	<b>(22.249.943.015)</b>	<b>Deferred Tax Liabilities - Net</b>
<b>Entitas Anak:</b>					<b>Subsidiaries:</b>
Aset Pajak Tangguhan	5.259.820.804	1.541.462.766	-	6.801.283.570	Deferred Tax Assets
Liabilitas Pajak Tangguhan	(1.413.961.264)	1.027.421.145	44.248.601	(342.291.518)	Deferred Tax Liabilities
<b>Jumlah Aset Pajak Tangguhan</b>	<b>5.259.820.804</b>	<b>1.541.462.766</b>	<b>-</b>	<b>6.801.283.570</b>	<b>Deferred Tax Assets - Total</b>
<b>Jumlah Liabilitas Pajak Tangguhan</b>	<b>(11.520.486.812)</b>	<b>(35.036.115.458)</b>	<b>23.964.367.737</b>	<b>(22.592.234.533)</b>	<b>Deferred Tax Liabilities - Total</b>

**Perubahan tarif pajak**

Berdasarkan Peraturan Pemerintah Pengganti Undang-Undang Nomor 1 Tahun 2020 tentang Kebijakan Keuangan Negara dan Stabilitas Sistem Keuangan untuk Penanggulangan Penyakit Coronavirus 2019 ("COVID-19") dan/atau Penanggulangan Ancaman terhadap Perekonomian Nasional dan/atau Stabilitas Sistem Keuangan mulai berlaku pada 31 Maret 2020.

Dalam menyesuaikan tarif pajak penghasilan badan usaha dan tetap menjadi 22% yang berlaku untuk Tahun Pajak 2020 dan 2021 dan 20% berlaku untuk Tahun Pajak 2022 dan selanjutnya.

Rekonsiliasi antara beban pajak penghasilan seperti yang tercantum dalam laporan laba rugi dan penghasilan komprehensif lain konsolidasian dengan hasil perkalian laba akuntansi sebelum pajak penghasilan Perseroan dan tarif pajak yang berlaku adalah sebagai berikut:

**Changes in statutory tax rates**

Government Regulation in Lieu of Law No. 1 Year 2020 on State Financial Policy and Stability of Financial Systems for the Management of Coronavirus Disease 2019 ("COVID-19") and/or Counter the Threat to National Economy and/or Stability of Financial Systems took effect on March 31, 2020.

The regulation reduced the income tax rates for domestic corporations and permanent establishments to 22% applicable for fiscal years 2020 and 2021 and further reduction to 20% applicable for fiscal year 2022 and thereafter.

Reconciliation between income tax expense as shown in the consolidated statements profit or loss and other comprehensive income and income tax expense calculated using prevailing tax rates is as follows:

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**11. PERPAJAKAN (Lanjutan)**

Perubahan tarif pajak (Lanjutan)

	2020	2019*)
Laba konsolidasian sebelum beban pajak penghasilan	392.117.062.803	543.226.639.191
Penyesuaian terkait dengan konsolidasi : Disesuaikan dengan jurnal eliminasi konsolidasi	(22.488.578.923)	(8.113.468.743)
Perseroan	369.628.483.880	535.113.170.448
Beban pajak penghasilan sesuai tarif pajak	81.318.266.454	117.724.897.499
Penyesuaian pajak tangguhan	1.426.878.833	22.859.914.809
Pengaruh pajak atas perbedaan tetap	1.737.947.670	(16.498.664.078)
Jumlah beban pajak	84.483.092.957	124.086.148.230
Beban pajak penghasilan Entitas anak	23.871.753.177	33.494.652.692
Jumlah beban pajak penghasilan - konsolidasian	108.354.846.134	157.580.800.922

\*) Disajikan kembali (Catatan 46)

Berdasarkan peraturan perpajakan Indonesia, Grup menghitung, menetapkan, dan membayar sendiri jumlah pajak yang terutang. SPT konsolidasian tidak diperkenankan dalam peraturan perpajakan di Indonesia. Direktorat Jenderal Pajak (DJP) dapat menetapkan dan mengubah kewajiban pajak dalam batas waktu lima tahun sejak tanggal terutangnya pajak.

**11. TAXES (Continued)**

Changes in statutory tax rates (Continued)

Consolidated profit before income tax
Adjustment related to consolidation: Adjusted for consolidation elimination
The Company
Tax calculated at statutory rate
Depreciation
Deferred tax adjustment
Tax effect of permanent differences
<b>Total tax expenses</b>
Income tax expense
Subsidiary
Total income tax expense consolidated

\*) As restated (Note 46)

Under the taxation laws of Indonesia, the Group submits tax returns on the basis of self assessment. Consolidated tax returns are not permitted under Indonesian taxation laws. The Directorate General of Taxes (DGT) may assess or amend taxes within five years from the date the tax becomes due.

**12. BIAYA DIBAYAR DIMUKA DAN UANG MUKA**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019
a. Biaya Dibayar Dimuka		
Asuransi	3.110.775.567	6.302.771.263
Sewa	2.513.469.310	2.624.233.000
Pemeliharaan	-	15.304.232
Umum	2.445.715.836	2.325.738.715
Sub jumlah	8.069.960.713	11.268.047.210
b. Uang Muka		
Operasional	25.731.483.261	11.431.918.563
Operasional Penunjang	1.042.863.184	4.403.580.037
Sub jumlah	26.774.346.445	15.835.498.600
<b>Jumlah</b>	<b>34.844.307.158</b>	<b>27.103.545.810</b>

Uang muka Operasional dan Operasional Penunjang yang telah dibayarkan, akan dipertanggungjawabkan dan diselesaikan dalam waktu 1 (satu) tahun.

**12. ADVANCES AND PREPAID EXPENSES**

Prepaid Expenses a.
Insurance
Rent
Maintenance
General
Subtotal
Advances b.
Operational
Operational Support
Subtotal
<b>Total</b>

Advances for Operational and Operational Support that have been paid will be accounted for and completed within 1 (one) year.



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**13. ASET KEUANGAN TIDAK LANCAR LAINNYA**

Merupakan aset keuangan yang bersifat tidak lancar, 31 Desember 2020 dan 2019 berupa jaminan pembayaran dan jaminan pekerjaan Ambon, Tarakan masing-masing sebesar Rp 3.271.055.833 dan Rp 1.909.766.757.

**13. OTHER NON-CURRENT FINANCIAL ASSETS**

This account mainly consists of guarantee payment and job guarantee for Ambon and Tarakan Branch amounting to Rp 3,271,055,833 and Rp 1,909,766,757 as of December 31, 2020 and 2019, respectively.

**14. INVESTASI PADA ENTITAS ASOSIASI**

Penyertaan saham pada entitas asosiasi sebagai berikut:

**14. INVESTMENTS IN ASSOCIATED ENTITY**

Investments in shares in associated companies are as follows:

	31 Desember/December 31, 2020			
	Harga Harga Perolehan/ Cost	Akumulasi bagian laba/ Accumulated equity	Penghasilan komprehensif lain/ Other comprehensive income	Nilai tercatat/ Carrying amount
PT Terminal Petikemas Indonesia	37.500.000.000	(4.408.151.509)	-	33.091.848.492
	31 Desember/December 31, 2019			
	Harga Harga Perolehan/ Cost	Akumulasi bagian laba/ Accumulated equity	Penghasilan komprehensif lain/ Other comprehensive income	Nilai tercatat/ Carrying amount
PT Terminal Petikemas Indonesia	37.500.000.000	(4.530.572.549)	-	32.969.427.451

Ringkasan informasi keuangan entitas asosiasi dibawah ini merupakan jumlah yang disajikan dalam laporan keuangan entitas asosiasi yang disusun sesuai dengan PSAK yang berlaku.

The summarized financial information below represents amounts shown in the associates' financial statements prepared in accordance PSAK.

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Aset Lancar	134.093.023.653	133.063.953.466	Current Assets
Aset Tidak Lancar	47.754.600	47.754.600	Non-current Assets
Jumlah Aset	134.140.778.253	133.111.708.066	Total Assets
Liabilitas Jangka Pendek	1.158.971.902	619.585.877	Current Liabilities
Ekuitas	132.981.806.351	132.492.122.189	Equity
Jumlah Liabilitas dan Ekuitas	134.140.778.253	133.111.708.066	Total Liabilities and Equity
Pendapatan	5.632.725.029	7.527.647.721	Revenue
Beban	5.143.040.867	5.388.145.038	Expenses
Jumlah Laba Komprehensif	489.684.162	2.139.502.683	Total comprehensive income

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**15. PROPERTI INVESTASI**

Biaya perolehan, akumulasi penyusutan dan penurunan nilai, serta nilai buku properti investasi sebagai berikut:

**15. INVESTMENT PROPERTIES**

Acquisition cost, accumulated depreciation and impairment value, and book value of investment properties are as follows:

2020						
Saldo awal/ <i>Beginning balance</i>	Penambahan/ <i>Additions</i>	Pengurangan/ <i>Deductions</i>	Penyesuaian reklasifikasi/ <i>Adjustment reclassifications</i>	Saldo Akhir/ <i>Ending Balance</i>		
<b>Biaya perolehan</b>						<b>Acquisition costs</b>
Fasilitas pelabuhan						Port facilities
Bangunan	28.969.410.371	-	-	2.025.700.000	30.995.110.371	Buildings
Tanah	3.035.243.924	-	-	-	3.035.243.924	Lands
<b>Jumlah</b>	<b>32.004.654.295</b>	<b>-</b>	<b>-</b>	<b>2.025.700.000</b>	<b>34.030.354.295</b>	<b>Total</b>
<b>Akumulasi penyusutan dan penurunan nilai</b>						<b>Accumulated depreciation and impairment</b>
Fasilitas pelabuhan						Port facilities
Bangunan	22.441.733.881	1.698.156.255	-	-	24.139.890.136	Buildings
Nilai Buku	<u>9.562.920.414</u>				<u>9.890.464.159</u>	<b>Book value</b>
2019						
Saldo awal/ <i>Beginning balance</i>	Penambahan/ <i>Additions</i>	Pengurangan/ <i>Deductions</i>	Penyesuaian reklasifikasi/ <i>Adjustment reclassifications</i>	Saldo Akhir/ <i>Ending Balance</i>		
<b>Biaya perolehan</b>						<b>Acquisition costs</b>
Fasilitas pelabuhan						Port facilities
Bangunan	27.887.336.555	1.082.073.816	-	-	28.969.410.371	Buildings
Tanah	1.271.569.568	1.763.674.356	-	-	3.035.243.924	Lands
<b>Jumlah</b>	<b>29.158.906.123</b>	<b>2.845.748.172</b>	<b>-</b>	<b>-</b>	<b>32.004.654.295</b>	<b>Total</b>
<b>Akumulasi penyusutan</b>						<b>Accumulated depreciation</b>
Fasilitas pelabuhan						Port facilities
Bangunan	20.406.402.234	2.035.331.647	-	-	22.441.733.881	Buildings
Nilai Buku	<u>8.752.503.889</u>				<u>9.562.920.414</u>	<b>Book value</b>

Tanah dengan Hak Guna Bangunan (HGB) dengan luas 335.647 m2 memiliki jangka waktu 25 tahun yang akan jatuh tempo 2042. Manajemen berpendapat tidak terdapat masalah dengan perpanjangan hak atas tanah karena seluruh tanah diperoleh secara sah dan didukung dengan bukti pemilikan yang memadai.

The land with Building Use Right (HGB) measures 335,647 square metres has a term of 25 years until 2042. Management believes that there will be no difficulty in the processing of certificates of the landrights since all the land were acquired legally and supported by sufficient evidence of ownership.

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**16. ASET TETAP**

**16. PROPERTY AND EQUIPMENT**

	2020					
	Saldo awal/ Beginning balance	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian reklasifikasi/ Adjustment reclassification	Saldo akhir/ Ending balance	
<b>Biaya Perolehan:</b>						<b>Acquisition Costs</b>
<b>Kepemilikan langsung</b>						<b>Direct ownership</b>
Tanah	539.924.215.126	-	-	432.568.941	540.356.784.067	Land
Bangunan Fasilitas						Port Facilities
Pelabuhan	3.755.432.337.560	-	3.557.074.117	30.808.578.586	3.782.683.842.029	Buildings
Alat-Alat Fasilitas						Tools of Port
Pelabuhan	2.485.524.907.470	-	877.568.344	319.800.917.791	2.804.448.256.917	Facilities
Instalasi Fasilitas						Installation of Port
Pelabuhan	221.839.885.851	1.862.530.000	-	3.342.123.304	227.044.539.155	Facilities
Jalan dan Bangunan	550.676.750.853	15.000.000	-	11.856.059.832	562.547.810.685	Roads and Building
Kapal	461.378.969.349	-	23.037.500	44.994.046.158	506.349.978.007	Boat
Peralatan	26.569.522.622	-	-	-	26.569.522.622	Equipment
Kendaraan	60.774.054.573	284.103.628	6.053.996.102	-	55.004.162.099	Vehicles
Emplasemen	93.974.015.299	-	-	6.843.204.901	100.817.220.200	Emplacement
<b>Sub Jumlah</b>	<b>8.196.094.658.703</b>	<b>2.161.633.628</b>	<b>10.511.676.063</b>	<b>418.077.499.513</b>	<b>8.605.822.115.781</b>	<b>Sub Total</b>
<b>Akumulasi Penyusutan</b>						<b>Accumulated Depreciation</b>
<b>Kepemilikan langsung</b>						<b>Direct Ownership:</b>
Bangunan fasilitas						Port Facilities
pelabuhan	606.680.968.312	133.012.203.525	2.650.009.011	-	737.043.162.826	Buildings
Alat-alat fasilitas						Tools of Port
pelabuhan	921.283.519.477	191.182.792.471	859.902.514	-	1.111.606.409.434	Facilities
Instalasi Fasilitas						Installation of Port
Pelabuhan	47.704.607.249	13.614.652.037	-	-	61.319.259.286	Facilities
Jalan dan Bangunan	95.709.713.085	21.099.004.285	-	-	116.808.717.370	Roads and Buildings
Kapal	148.949.079.101	25.063.260.957	22.811.444	-	173.989.528.614	Boat
Peralatan	16.706.429.618	3.151.070.188	-	-	19.857.499.806	Equipment
Kendaraan	31.488.606.559	4.766.326.920	5.047.814.560	-	31.207.118.919	Vehicles
Emplasemen	35.311.825.436	3.931.816.012	-	-	39.243.641.448	Emplacement
<b>Sub Jumlah</b>	<b>1.903.834.748.837</b>	<b>395.821.126.395</b>	<b>8.580.537.529</b>	<b>-</b>	<b>2.291.075.337.703</b>	<b>Sub Total</b>
<b>Akumulasi Penurunan Nilai:</b>						<b>Accumulated Impairment:</b>
Bangunan fasilitas						Port Facilities
pelabuhan	16.901.717.143	-	821.941.004	-	16.079.776.139	Buildings
Alat-alat fasilitas						Tools of Port
pelabuhan	7.506.138.707	-	-	-	7.506.138.707	Facilities
Instalasi Fasilitas						Installation of Port
Pelabuhan	332.827.611	-	-	-	332.827.611	Facilities
Jalan dan Bangunan	1.197.959.260	-	-	-	1.197.959.260	Roads and Buildings
Kapal	419.644.519	-	-	-	419.644.519	Boat
Kendaraan	163.239.078	-	95.376.036	-	67.863.042	Vehicles
Emplasemen	106.337.297	-	-	-	106.337.297	Emplacement
<b>Sub Jumlah</b>	<b>26.627.863.615</b>	<b>-</b>	<b>917.317.040</b>	<b>-</b>	<b>25.710.546.575</b>	<b>Sub Total</b>
<b>Jumlah</b>	<b>1.930.462.612.452</b>				<b>2.316.785.884.278</b>	<b>Total</b>
<b>Nilai Buku</b>	<b>6.265.632.046.251</b>				<b>6.289.036.231.503</b>	<b>Net Book Value</b>
Aset Dalam Konstruksi	609.031.807.533	1.414.424.124.775	-	(428.933.034.263)	1.594.522.898.045	Assets under construction
<b>Aset Tetap - Bersih</b>	<b>6.874.663.853.784</b>				<b>7.883.559.129.548</b>	<b>Property and Equipment - Net</b>

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**16. ASET TETAP (Lanjutan)**

**16. PROPERTY AND EQUIPMENT (Continued)**

	2019 <sup>*)</sup>				Saldo akhir/ Ending balance	
	Saldo awal/ Beginning balance	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian reklasifikasi/ Adjustment reclassification		
<b>Biaya Perolehan:</b>						<b>Acquisition Costs</b>
<b>Kepermilikan langsung</b>						<b>Direct ownership</b>
Tanah	116.368.370.476	-	-	423.555.844.650	539.924.215.126	Land
Bangunan Fasilitas						Port Facilities
Pelabuhan	4.038.624.199.532	355.839.503.053	456.932.190.580	(182.099.174.445)	3.755.432.337.560	Buildings
Alat-Alat Fasilitas						Tools of Port
Pelabuhan	1.970.217.593.369	-	-	515.307.314.101	2.485.524.907.470	Facilities
Instalasi Fasilitas						Installation of Port
Pelabuhan	164.056.268.831	787.705.000	-	56.995.912.020	221.839.885.851	Facilities
Jalan dan Bangunan	395.421.445.370	656.712.500	-	154.598.592.983	550.676.750.853	Roads and Building
Kapal	396.993.619.100	-	-	64.385.350.249	461.378.969.349	Boat
Peralatan	31.186.437.988	19.500.000	-	(9.056.415.366)	22.149.522.622	Equipment
Kendaraan	53.940.453.446	11.089.506.000	-	164.095.127	65.194.054.573	Vehicles
Emplasemen	86.998.347.053	-	-	6.975.668.246	93.974.015.299	Emplacement
<b>Sub Jumlah</b>	<b>7.253.806.735.165</b>	<b>368.392.926.553</b>	<b>456.932.190.580</b>	<b>1.030.827.187.565</b>	<b>8.196.094.658.703</b>	<b>Sub Total</b>
<b>Akumulasi</b>						<b>Accumulated</b>
<b>Penyusutan</b>						<b>Depreciation</b>
<b>Kepermilikan langsung</b>						<b>Direct Ownership:</b>
Bangunan fasilitas						Port Facilities
pelabuhan	499.588.400.493	113.412.498.612	6.319.930.793	-	606.680.968.312	Buildings
Alat-alat fasilitas						Tools of Port
pelabuhan	776.472.578.748	145.661.332.946	-	(850.392.217)	921.283.519.477	Facilities
Instalasi Fasilitas						Installation of Port
Pelabuhan	38.129.955.554	9.574.651.695	-	-	47.704.607.249	Facilities
Jalan dan Bangunan	80.049.539.922	15.962.361.036	302.187.873	-	95.709.713.085	Roads and Buildings
Kapal	127.599.747.549	21.349.331.552	-	-	148.949.079.101	Boat
Peralatan	27.070.215.748	848.093.034	11.467.635.299	-	16.450.673.483	Equipment
Kendaraan	36.118.132.661	4.110.719.504	8.408.589.471	(75.900.000)	31.744.362.694	Vehicles
Emplasemen	31.754.193.663	4.104.273.105	546.641.332	-	35.311.825.436	Emplacement
<b>Sub Jumlah</b>	<b>1.616.782.764.338</b>	<b>315.023.261.484</b>	<b>27.044.984.768</b>	<b>(926.292.217)</b>	<b>1.903.834.748.837</b>	<b>Sub Total</b>
<b>Akumulasi</b>						<b>Accumulated</b>
<b>Penurunan Nilai:</b>						<b>Impairment:</b>
Bangunan fasilitas						Port Facilities
pelabuhan	16.901.717.143	-	-	-	16.901.717.143	Buildings
Alat-alat fasilitas						Tools of Port
pelabuhan	7.506.138.707	-	-	-	7.506.138.707	Facilities
Instalasi Fasilitas						Installation of Port
Pelabuhan	332.831.420	-	3.809	-	332.827.611	Facilities
Jalan dan Bangunan	1.492.546.775	-	294.587.515	-	1.197.959.260	Roads and Buildings
Kapal	419.644.519	-	-	-	419.644.519	Boat
Kendaraan	393.632.556	-	230.393.478	-	163.239.078	Vehicles
Emplasemen	107.710.737	-	1.373.440	-	106.337.297	Emplacement
<b>Sub Jumlah</b>	<b>27.154.221.857</b>	<b>-</b>	<b>526.358.242</b>	<b>-</b>	<b>26.627.863.615</b>	<b>Sub Total</b>
<b>Jumlah</b>	<b>1.643.936.986.195</b>				<b>1.930.462.612.452</b>	<b>Total</b>
<b>Nilai Buku</b>	<b>5.609.869.748.970</b>				<b>6.265.632.046.251</b>	<b>Net Book Value</b>
Aset Dalam						Assets under
Konstruksi	1.128.851.324.156	782.800.428.672	(10.690.210.944)	(1.291.929.734.351)	609.031.807.533	construction
<b>Aset Tetap - Bersih</b>	<b>6.738.721.073.126</b>				<b>6.874.663.853.784</b>	<b>Property and Equipment - Net</b>

<sup>\*)</sup> Disajikan kembali (Catatan 46)

<sup>\*)</sup> As restated (Note 46)

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**16. ASET TETAP (Lanjutan)**

Beban penyusutan untuk tahun yang berakhir tanggal 31 Desember 2020 dan 2019 dialokasikan:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Beban Pokok Pendapatan (Catatan 35)	365.641.412.200	297.116.015.284	Cost of Revenues (Note 35)
Beban Pemasaran (Catatan 36)	139.357.204	43.964.000	Marketing Expenses (Note 36)
Beban Administrasi dan Umum (Catatan 37)	30.040.356.991	17.863.282.200	General and Administrative Expenses (Note 37)
<b>Jumlah</b>	<b>395.821.126.395</b>	<b>315.023.261.484</b>	<b>Total</b>

**16. PROPERTY AND EQUIPMENT (Continued)**

Depreciation expense for the year ended December 31, 2020 and 2019 are allocated:

Hak atas tanah Grup berupa Sertifikat Hak Milik (SHM) dan Sertifikat Hak Guna Bangunan (SHGB). SHGB memiliki masa berlaku sampai dengan tahun 2023. Manajemen berpendapat bahwa SHGB tersebut dapat diperpanjang.

The Group's land represents freehold land (SHM) and land-use rights (SHGB). The SHGB will expire until 2023. Management believes that the SHGB are extendable.

Pada tanggal 31 Desember 2020 dan 2019 tingkat penyelesaian atas aset dalam konstruksi terutama berasal dari sebagai berikut :

The completion stage of construction in progress as December 31, 2020 and 2019 are mainly from as follows:

	31 Desember/December 31, 2020			31 Desember/December 31, 2019			
	Nilai Perolehan/ Cost	Persentase penyelesaian/ Percentage of completion	Target penyelesaian/ Target of completion	Nilai Perolehan/ Cost	Persentase penyelesaian/ Percentage of completion	Target penyelesaian/ Target of completion	
Bangunan fasilitas pelabuhan	1.424.323.785.685	5% - 87%	2021 - 2022	355.559.858.776	86% - 98%	2020 - 2022	Port facility buildings
Alat fasilitas pelabuhan	146.022.184.091	95%	2021	214.654.161.470	97%	2020	Port facility equipments
Instalasi fasilitas pelabuhan	50.000.000	95%	2021				Port facility installations
Kapal	-	-	-	6.745.541.020	95%	2020	Vessels
Jalan dan bangunan Emplasemen	4.055.202.051	10% - 95%	2021 - 2022	8.595.097.077	98%	2020	Roads and buildings
	-	-	-	1.951.473.014	95%	2020	Emplacement
<b>Jumlah</b>	<b>1.574.451.171.827</b>			<b>587.506.131.357</b>			<b>Total</b>

Biaya pinjaman yang dikapitalisasi pada aset dalam penyelesaian sejumlah Rp 26.483.190.225 pada tahun 2020 (2019: Rp 11.737.239.742)

Borrowing costs capitalized to construction in progress amounted to Rp 26,483,190,225 in 2020 (2019: Rp 11.737.239.742)

Aset tetap telah diasuransikan terhadap risiko kebakaran, kerusakan mesin-mesin, kebongkaran dan risiko lainnya nilai pertanggungan aset tetap yang diasuransikan untuk tahun 2020 dan 2019 masing-masing sebesar Rp 6.898.039.237.310 dan Rp13.404.071.332. Manajemen berkeyakinan bahwa, nilai pertanggungan cukup memadai untuk menutupi kemungkinan timbulnya kerugian terhadap aset yang dipertanggungan.

Property and equipment are covered by insurance against the risks of fire, machinery breakdown, burglary and other risks of insured premises and equipment for 2020 and 2019 amounting to Rp 6,898,039,237,310 and Rp 13,404,071,332 respectively. Management believes that the insurance coverage is sufficient to cover possible losses against the insured assets.



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**16. ASET TETAP (Lanjutan)**

Pada tanggal 14 April 2020, Menteri Badan Usaha Milik Negara selaku Rapat Umum Pemegang Saham menerbitkan Surat No. SK.014/KU.202/DUT-2020 tentang Penghapusbukuan dan atau Pemindahan/Pelepasan Aset Tetap Milik PT Pelabuhan Indonesia IV (Persero) dengan nilai buku Rp 1.123.216.985. Aset yang dihapusbukukan adalah Aset dengan umur ekonomis sampai dengan 5 (lima) tahun berupa kendaraan roda dua dan empat sebanyak 37 Unit yang berada di Cabang Bitung, Tanjung Redeb, Terminal Petikemas Makassar, Pantoloan, Pare-Pare, Merauke, Nunukan dan Makassar. Serta Alat Fasilitas Pelabuhan sebanyak 20 buah yang berada di Cabang Terminal Petikemas Makassar, Ambon, Samarinda, Fakfak, Merauke, Balikpapan dan Nunukan.

**16. PROPERTY AND EQUIPMENT (Continued)**

On April 14, 2020, the Minister of State-Owned Enterprises as the General Meeting of Shareholders issued Letter No. SK.014/KU.202/DUT-2020 on Write-Offs and/or Transfer/Release of Permanent Assets owned by PT Pelabuhan Indonesia IV (Persero) with a book value of Rp 1,123,216,985 Assets that are written-offs are assets with an economic lifespan of up to 5 (five) years which are two and four-wheeled vehicles as many as 37 units located in Bitung, Tanjung Redeb, Makassar Container Terminal, Pantoloan, Pare-Pare, Merauke, Nunukan and Makassar branches. As well as 20 port facilities located in Makassar Container Terminal, Ambon, Samarinda, Fakfak, Merauke, Balikpapan and Nunukan Branches.

**17. ASET HAK GUNA**

**17. RIGHT OF USE ASSETS**

	2020					
	1 Januari/ January 1, 2020	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian reklasifikasi/ Adjustment reclassifications	Saldo Akhir/ Ending Balance	
<b>Biaya Perolehan:</b>						<b>Acquisition Costs:</b>
Bangunan	19.587.569.523	-	-	-	19.587.569.523	Buildings
<b>Jumlah</b>	<b>19.587.569.523</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>19.587.569.523</b>	<b>Total</b>
<b>Akumulasi Depresiasi:</b>						<b>Accumulated Depreciation:</b>
Bangunan	3.264.594.920	4.352.793.227	-	-	7.617.388.147	Buildings
<b>Jumlah</b>	<b>3.264.594.920</b>	<b>4.352.793.227</b>	<b>-</b>	<b>-</b>	<b>7.617.388.147</b>	<b>Total</b>
<b>Nilai Buku</b>	<b>16.322.974.603</b>				<b>11.970.181.376</b>	<b>Net Book Value</b>

**18. ASET TAKBERWUJUD**

**18. INTANGIBLE ASSETS**

	2020					
	Saldo awal/ Beginning balance	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian reklasifikasi/ Adjustment reclassifications	Saldo Akhir/ Ending Balance	
<b>Biaya Perolehan:</b>						<b>Acquisition Costs:</b>
Aset Hak Konsesi						Concession Rights Assets
Hak konsesi-MNP	-	-	-	2.558.450.154.136	2.558.450.154.136	Concession Rights-MNP
Konstruksi-MNP	2.305.955.169.667	252.494.984.469	-	(2.558.450.154.136)	-	Construction-MNP
Perangkat						Application Info.
Sistem Informasi	85.143.664.442	-	-	-	85.143.664.442	System Software
Pengerukan	14.890.058.649	-	-	-	14.890.058.649	Dredging
Sertifikasi	142.810.494.056	-	-	-	142.810.494.056	Certification
Lisensi	2.683.882.936	-	-	-	2.683.882.936	License
Goodwill	2.540.000.000	-	-	-	2.540.000.000	Goodwill
Lainnya	45.172.380.302	-	7.619.851.483	7.560.775.000	60.353.006.785	Others
<b>Jumlah</b>	<b>2.599.195.650.052</b>	<b>252.494.984.469</b>	<b>7.619.851.483</b>	<b>7.560.775.000</b>	<b>2.866.871.261.004</b>	<b>Total</b>
<b>Akumulasi Amortisasi:</b>						<b>Accumulated Amortisation:</b>
Aset Hak Konsesi	-	6.560.128.600	-	-	6.560.128.600	Concession Rights Assets
Perangkat						Application Info.
Sistem Informasi	42.440.317.573	15.815.362.935	-	-	58.255.680.508	System Software
Pengerukan	13.041.945.800	630.130.949	-	-	13.672.076.749	Dredging
Sertifikasi	128.994.485.545	5.535.738.373	-	-	134.530.223.918	Certification
Lisensi	44.731.382	536.776.587	-	-	581.507.969	License
Lainnya	24.066.209.451	9.193.807.645	7.619.851.483	-	40.879.868.579	Others
<b>Jumlah</b>	<b>208.587.689.751</b>	<b>38.271.945.089</b>	<b>7.619.851.483</b>	<b>-</b>	<b>254.479.486.323</b>	<b>Total</b>
<b>Nilai Buku</b>	<b>2.390.607.960.301</b>				<b>2.612.391.774.681</b>	<b>Book Value</b>

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**18. ASET TAKBERWUJUD (Lanjutan)**

**18. INTANGIBLE ASSET (Continued)**

	2019*)				Saldo Akhir/ Ending Balance	
	Saldo awal/ Beginning balance	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian reklasifikasi/ Adjustment reclassifications		
<b>Biaya Perolehan:</b>						<b>Acquisition Costs:</b>
Aset hak konsesi					-	Concession Right Assets
Hak konsesi-MNP					-	Concession Right-MNP
Konstruksi-MNP	914.860.368.633	1.391.094.801.034	-	-	2.305.955.169.667	Construction-MNP
Perangkat						Application Info.
Sistem Informasi	63.029.000.506	21.639.346.114	-	475.317.822	85.143.664.442	System Software
Pengerukan	12.239.939.860	2.650.118.789	-	-	14.890.058.649	Dredging
Sertifikasi	134.670.628.454	8.139.865.602	-	-	142.810.494.056	Certification
Lisensi	-	2.683.882.936	-	-	2.683.882.936	License
Goodwill	2.540.000.000	-	-	-	2.540.000.000	Goodwill
Lainnya	36.236.668.839	9.411.029.285	-	(475.317.822)	45.172.380.302	Others
<b>Jumlah</b>	<b>1.163.576.606.292</b>	<b>1.435.619.043.760</b>	<b>-</b>	<b>-</b>	<b>2.599.195.650.052</b>	<b>Total</b>
<b>Akumulasi Amortisasi:</b>						<b>Accumulated Amortisation:</b>
Aset Hak Konsesi						Concession Rights Assets
Perangkat						Application Info.
Sistem Informasi	15.152.876.816	27.287.440.757	-	-	42.440.317.573	System Software
Pengerukan	8.930.258.573	4.111.687.227	-	-	13.041.945.800	Dredging
Sertifikasi	94.403.414.589	34.591.070.956	-	-	128.994.485.545	Certification
Lisensi	-	44.731.382	-	-	44.731.382	License
Lainnya	16.080.371.325	7.985.838.126	-	-	24.066.209.451	Others
<b>Jumlah</b>	<b>134.566.921.303</b>	<b>74.020.768.448</b>	<b>-</b>	<b>-</b>	<b>208.587.689.751</b>	<b>Total</b>
<b>Nilai Buku</b>	<b>1.029.009.684.989</b>				<b>2.390.607.960.301</b>	<b>Book Value</b>

\*) Disajikan kembali ( Catatan 46)

\*) As restated (Note 46)

Beban amortisasi aset takberwujud untuk tahun yang berakhir tanggal 31 Desember 2020 dan 2019, dialokasikan:

Amortization expenses for the year ended December 31, 2020 and 2019, are allocated:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Beban pokok pendapatan (Catatan 35)	16.095.008.045	23.812.208.742	Cost of Revenues (Note 35)
Beban Administrasi dan Umum (Catatan 37)	22.176.937.044	50.208.559.706	General and Administrative expenses (Note 37)
<b>Jumlah</b>	<b>38.271.945.089</b>	<b>74.020.768.448</b>	<b>Total</b>

**Perangkat Sistem Informasi**

Perangkat sistem informasi merupakan biaya yang dikeluarkan untuk pengembangan aplikasi SAP untuk pelayanan pelaporan keuangan dan modul lain yang terkait.

**Application information system**

Application information system represents cost incurred for the development of SAP system for financial reporting services and other related module.

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**18. ASET TAKBERWUJUD (Lanjutan)**

**Aset hak konsesi**

Aset hak konsesi merupakan aset yang dibangun berdasarkan hak yang diberikan oleh Kementerian Perhubungan Republik Indonesia Kantor Kesyahbandaran dan Otorisasi Pelabuhan (KSOP) kepada Perseroan untuk membangun dan mengoperasikan Terminal Petikemas Makassar Newport (MNP) berdasarkan Perjanjian Konsesi (Catatan 44).

Pada tanggal 31 Desember 2020 dan 2019, masing-masing persentase rata-rata penyelesaian pembangunan MNP - tahap 1A masih dalam konstruksi sebesar 100% dan 82,5%.

Biaya pinjaman yang dikapitalisasi dalam aset hak konsesi pembangunan MNP untuk tahun yang berakhir pada tanggal 31 Desember 2020 dan 2019 masing-masing sebesar Rp 147.500.311.771 dan Rp 145.641.867.462.

Manajemen berkeyakinan bahwa tidak ada kejadian atau perubahan keadaan yang mengindikasikan penurunan nilai aset takberwujud pada tanggal 31 Desember 2020 dan 2019.

Pada tanggal 31 Desember 2020 and 2019 aset tak berwujud tidak dijamin.

**18. INTANGIBLE ASSET (Continued)**

**Concession rights assets**

Concession rights are assets built on the rights granted by the Ministry of Transportation of the Republic of Indonesia Harbourmaster Office and Port Authority (KSOP) to the Company to build and operate the Makassar New Port Terminal (MNP) based on Concession Agreement (Note 44).

As of December 31, 2020 and 2019, the average construction percentage of completion of MNP under construction is 100% and 82.5%, respectively.

Borrowing costs capitalized for the concession rights assets of MNP for the year ended December 31, 2020 and 2019 amounting to Rp 147,500,311,771 and Rp 145,641,867,462 respectively.

Management believes that there are no events or changes in circumstances that may indicate impairment in the value of intangible assets as of December 31, 2020 and 2019.

As of December 31, 2020, and 2019 intangible assets are not pledged as collateral.

**19. ASET TIDAK LANCAR LAINNYA**

Rincian aset tidak lancar lainnya sebagai berikut:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019
<b>Biaya Perolehan:</b>		
Aset Tetap Usul Hapus	41.115.465.026	44.724.476.308
Aset Tetap Penugasan	542.973.792	542.973.792
<b>Sub Jumlah</b>	<b>41.658.438.818</b>	<b>45.267.450.100</b>
<b>Akumulasi Penyusutan dan Penurunan Nilai:</b>		
Aset Tetap Usul Hapus	(38.344.991.060)	(42.314.199.706)
Aset Tetap Penugasan	(443.445.393)	(443.445.392)
<b>Sub Jumlah</b>	<b>(38.788.436.453)</b>	<b>(42.757.645.098)</b>
<b>Nilai Buku</b>	<b>2.870.002.366</b>	<b>2.509.805.002</b>

**19. OTHER NON-CURRENT ASSETS**

Details of other non-current assets are as follows:

<b>Acquisition Costs:</b>
Writen-off Fixed Assets
Assets on Assignment
<b>Sub Total</b>
<b>Accumulated Depreciation and Impairment Value:</b>
Write off Fixed Assets
Assets on Assignment
<b>Sub Total</b>
<b>Book Value</b>

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**19. ASET TIDAK LANCAR LAINNYA (Lanjutan)**

**19. OTHER NON-CURRENT ASSETS (Continued)**

Rincian aset tetap usul hapus dan aset tetap penugasan sebagai berikut:

The details of the proposed fixed assets for write off and assignment of fixed assets are as follows:

	2020					
	Saldo awal/ Beginning balance	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian reklasifikasi/ Adjustment reclassifications	Saldo Akhir/ Ending Balance	
<b>Biaya Perolehan:</b>						<b>Acquisition Costs:</b>
Bangunan fasilitas						Port Facilities
pelabuhan	13.831.002.929	-	8.208.612.570	3.557.074.117	9.179.464.476	Buildings
Kapal	3.461.828.987	-	2.447.515.664	23.037.500	1.037.350.823	Boat
Alat-alat fasilitas						Tools of Port
pelabuhan	10.598.084.152	-	3.184.974.739	877.568.344	8.290.677.757	Facilities
Instalasi fasilitas						Installation of Port
pelabuhan	1.024.384.384	217.583.343	-	-	1.241.967.727	Facilities
Tanah	157.817.925	50.200.000	-	-	208.017.925	Land
Jalan dan						Roads and
bangunan	3.303.364.466	271.621.942	-	-	3.574.986.408	Buildings
Peralatan	996.480.732	-	-	-	996.480.732	Equipment
Kendaraan	11.049.890.422	-	821.552.222	6.053.996.102	16.282.334.302	Vehicles
Emplasement	844.596.104	2.562.565	-	-	847.158.669	Emplacement
<b>Jumlah</b>	<b>45.267.450.101</b>	<b>541.967.850</b>	<b>14.662.655.195</b>	<b>10.511.676.063</b>	<b>41.658.438.819</b>	<b>Total</b>
<b>Akumulasi penyusutan:</b>						<b>Accumulated Depreciation:</b>
Bangunan fasilitas						Port Facilities
pelabuhan	8.183.911.971	-	3.251.558.864	-	4.932.353.107	Buildings
Kapal	3.767.033.669	-	2.759.292.197	-	1.007.741.472	Boat
Alat-alat fasilitas						Tools of Port
pelabuhan	10.035.626.758	114.463	1.642.422.541	-	8.393.318.680	Facilities
Instalasi Fasilitas						Installation of Port
Pelabuhan	1.152.595.055	-	1.091.720	-	1.151.503.335	Facilities
Jalan dan						Roads and
Bangunan	1.373.153.934	202.165.213	-	-	1.575.319.147	Buildings
Peralatan	976.551.117	-	38.113.091	-	938.438.026	Equipment
Kendaraan	8.884.539.253	4.917.497.272	-	-	13.802.036.525	Vehicles
Emplasemen	1.085.625.110	-	249.678.324	-	835.946.786	Emplacement
<b>Sub Jumlah</b>	<b>35.459.036.867</b>	<b>5.119.776.948</b>	<b>7.942.156.737</b>	<b>-</b>	<b>32.636.657.078</b>	<b>Sub Total</b>
<b>Akumulasi penurunan nilai:</b>						<b>Accumulated Impairment:</b>
Bangunan fasilitas						Port Facilities
pelabuhan	4.026.642.882	1.294.253	-	-	4.027.937.135	Buildings
Kapal	(2.324.150)	4.648.300	-	-	2.324.150	Boat
Alat-alat fasilitas						Tools of Port
pelabuhan	118.153.905	-	117.965.425	-	188.480	Facilities
Instalasi Fasilitas						Installation of Port
Pelabuhan	122.705.364	-	44.945.868	-	77.759.496	Facilities
Jalan dan						Roads and
Bangunan	3.022.115.546	-	1.073.997.469	-	1.948.114.077	Buildings
Peralatan	-	-	-	-	-	Equipment
Kendaraan	112.386.885	84.137.352	-	-	95.376.037	Vehicles
Emplasemen	-	-	-	-	-	Emplacement
<b>Jumlah</b>	<b>7.298.608.232</b>	<b>90.079.905</b>	<b>1.236.908.762</b>	<b>-</b>	<b>6.151.779.375</b>	<b>Total</b>
<b>Nilai Buku</b>	<b>2.509.805.002</b>				<b>2.870.002.366</b>	<b>Book Value</b>

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**19. ASET TIDAK LANCAR LAINNYA (Lanjutan)**

**19. OTHER NON-CURRENT ASSETS (Continued)**

	2019					
	Saldo awal/ Beginning balance	Penambahan/ Additions	Pengurangan/ Deductions	Penyesuaian reklasifikasi/ Adjustment reclassifications	Saldo Akhir/ Ending Balance	
<b>Biaya Perolehan:</b>						<b>Acquisition Costs:</b>
Bangunan fasilitas pelabuhan	17.215.380.717	5.864.983.727	-	(9.249.361.515)	13.831.002.929	Port Facilities Buildings
Kapal	3.037.291.947	424.537.040	-	-	3.461.828.987	Ship
Alat-alat fasilitas pelabuhan	10.843.901.285	1.066.442.200	-	(1.312.259.333)	10.598.084.152	Tools of Port Facilities
Instalasi fasilitas pelabuhan	1.432.398.283	104.784.455	-	(512.798.354)	1.024.384.384	Installation of Port Facilities
Tanah	157.817.925	-	-	-	157.817.925	Land
Jalan dan bangunan	4.073.435.751	779.776.249	-	(1.549.847.534)	3.303.364.466	Roads and Buildings
Peralatan	1.168.999.398	475.828.592	-	(648.347.258)	996.480.732	Equipment
Kendaraan	1.043.187.952	10.006.702.470	-	-	11.049.890.422	Vehicles
Emplasement	845.584.104	659.437.647	-	(660.425.647)	844.596.104	Emplacement
<b>Jumlah</b>	<b>39.817.997.362</b>	<b>19.382.492.380</b>	<b>-</b>	<b>(13.933.039.641)</b>	<b>45.267.450.101</b>	<b>Total</b>
<b>Akumulasi penyusutan:</b>						<b>Accumulated Depreciation:</b>
Bangunan fasilitas pelabuhan	9.082.325.435	94.502.450	-	(992.915.914)	8.183.911.971	Port Facilities Buildings
Kapal	2.818.692.534	534.618.986	-	413.722.149	3.767.033.669	Ship
Alat-alat fasilitas pelabuhan	10.552.400.718	3.256.595	-	(520.030.555)	10.035.626.758	Tools of Port Facilities
Instalasi Fasilitas Pelabuhan	910.837.768	431.545.420	-	(189.788.133)	1.152.595.055	Installation of Port Facilities
Jalan dan Bangunan	1.535.335.263	-	-	(162.181.329)	1.373.153.934	Roads and Buildings
Peralatan	1.145.631.742	466.312.020	-	(635.392.645)	976.551.117	Equipment
Kendaraan	715.001.782	8.169.537.471	-	-	8.884.539.253	Vehicles
Emplasemen	1.036.045.648	582.955.200	-	(533.375.738)	1.085.625.110	Emplacement
<b>Sub Jumlah</b>	<b>27.796.270.890</b>	<b>10.282.728.142</b>	<b>-</b>	<b>(2.619.962.165)</b>	<b>35.459.036.867</b>	<b>Sub Total</b>
<b>Akumulasi penurunan nilai:</b>						<b>Accumulated Impairment:</b>
Bangunan fasilitas pelabuhan	7.749.980.845	12.449.130.831	-	(16.172.468.794)	4.026.642.882	Port Facilities Buildings
Kapal	118.572.687	9.296.600	-	(130.193.437)	(2.324.150)	Ship
Alat-alat fasilitas pelabuhan	121.243.659	565.440	-	(3.655.194)	118.153.905	Tools of Port Facilities
Instalasi Fasilitas Pelabuhan	531.083.192	126.028.388	-	(534.406.216)	122.705.364	Installation of Port Facilities
Jalan dan Bangunan	2.494.095.805	1.307.361.687	-	(779.265.947)	3.022.191.545	Roads and Buildings
Peralatan	1	-	-	-	1	Equipment
Kendaraan	11.238.684	-	-	-	11.238.684	Vehicles
Emplasemen	50.567.460	1	-	(50.567.460)	1	Emplacement
<b>Jumlah</b>	<b>11.076.782.333</b>	<b>13.892.382.947</b>	<b>-</b>	<b>(17.670.557.048)</b>	<b>7.298.608.232</b>	<b>Total</b>
<b>Nilai Buku</b>	<b>944.944.139</b>				<b>2.509.805.002</b>	<b>Book Value</b>

Aset Usul Hapus merupakan aset tetap yang kondisinya rusak/hilang yang telah diusulkan untuk dihapus bukukan.

Written off property and equipment are represent property and equipment with existing condition of either damaged or lost that proposed to be written off.

Aset tetap penugasan merupakan aset tetap milik Perseroan yang oleh digunakan oleh instansi lain.

Asset on assignment represent property and equipment owned by the Company which are used by other agencies.



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**20. UTANG USAHA**

Merupakan utang kepada rekanan/pemborong yang timbul dari pembelian barang, penerimaan jasa dan pemborongan pekerjaan dalam rangka kegiatan usaha Perseroan, terdiri dari:

**20. TRADE PAYABLES**

Represents payables to partners / contractors arising from the purchase of goods, receiving services and contracting work in the framework of the Company's business activities, consisting of:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
a. Berdasarkan pelanggan			a. By debtor
<u>Pihak Berelasi (Catatan 41)</u>			<u>Related Parties (Note 41)</u>
PT Pertamina (Persero)	20.944.416.351	401.874.958	PT Pertamina (Persero)
PT Brantas Abipraya (Persero)	12.541.378.761	24.855.813.015	PT Brantas Abipraya (Persero)
PT Sucofindo (Persero)	2.184.800.000	-	PT Sucofindo (Persero)
KSOP	1.310.409.557	-	KSOP
KUPP	1.153.067.000	-	KUPP
PT Virama Karya (Persero)	1.024.274.160	-	PT Virama Karya (Persero)
PT PLN (Persero)	976.449.000	976.449.000	PT PLN (Persero)
PT Pelabuhan Indonesia III Persero	925.000.000	925.000.000	PT Pelabuhan Indonesia III Persero
PT Telekomunikasi Indonesia (Persero) Tbk	824.889.510	-	PT Telekomunikasi Indonesia (Persero) Tbk
PT PP (Persero) Tbk	599.724.720	-	PT PP (Persero) Tbk
PT Pelabuhan Indonesia II Persero	593.535.938	593.535.938	PT Pelabuhan Indonesia II Persero
PT Wijaya Karya (Persero) Tbk	7.394.545	7.394.545	PT Wijaya Karya (Persero) Tbk
PT BKI (Persero)	-	1.770.915.860	PT BKI (Persero)
PT Adhi Karya Tbk	-	25.672.457.821	PT Adhi Karya Tbk
PT Yodya Karya (Persero)	-	328.843.637	PT Yodya Karya (Persero)
Lain-lain (dibawah Rp500 Juta)	5.059.421.926	4.703.943.945	Others (below Rp 500 Million)
<b>Sub Jumlah</b>	<b>48.144.761.468</b>	<b>60.236.228.719</b>	<b>Sub Total</b>
<u>Pihak Ketiga</u>			<u>Third Parties</u>
PT Kaltim Prima Coal	36.902.509.776	34.064.591.289	PT Kaltim Prima Coal
PT Cindara Pratama Lines	24.126.103.786	27.436.536.302	PT Cindara Pratama Lines
PT Parvi Indah Persada	23.453.025.000	63.987.353.553	PT Parvi Indah Persada
PT Berkah Industri Mesin Angkat	19.240.000.000	7.696.000.000	PT Berkah Industri Mesin Angkat
PT Donggi Senoro LNG	15.398.879.634	-	PT Donggi Senoro LNG
PT Transindo Interdewipantara	6.426.000.000	16.848.000.000	PT Transindo Interdewipantara
PT Tesco Indomaritim	6.118.527.156	17.608.657.041	PT Tesco Indomaritim
PT Indotruk Utama	5.333.877.992	5.333.877.992	PT Indotruk Utama
PT Humpuss Transportasi Curah	1.902.606.011	5.178.952.509	PT Humpuss Transportasi Curah
PT Slickbar Indonesia	611.655.450	13.793.961.536	PT Slickbar Indonesia
PT Cipta Alam Segar Nusantara	449.255.500	17.563.320.896	PT Cipta Alam Segar Nusantara
PT Berca Mandiri Perkasa	215.489.055	9.516.066.435	PT Berca Mandiri Perkasa
PT Sarana Indah Permai	45.201.449	5.039.516.511	PT Sarana Indah Permai
PT Primus Indonesia	-	16.848.000.000	PT Primus Indonesia
PT Kustodian Sentral Efek Indonesia	-	67.932.500.000	PT Kustodian Sentral Efek Indonesia
PT Traktor Nusantara	-	12.419.400.000	PT Traktor Nusantara
PT Bona Dupang Soaloon	-	10.930.000.000	PT Bona Dupang Soaloon
PT Intan Sejahtera Utama	-	8.294.116.787	PT Intan Sejahtera Utama
PT Mercor Indonesia	-	6.683.655.172	PT Mercor Indonesia
PT Metrocom Global Solusi	-	5.788.070.632	PT Metrocom Global Solusi
Lain-lain (dibawah Rp5 Miliar)	90.548.264.407	92.374.819.352	Lain-lain (dibawah Rp5 Miliar)
<b>Sub Jumlah</b>	<b>230.771.395.216</b>	<b>445.337.396.007</b>	<b>Sub Total</b>
<b>Jumlah</b>	<b>278.916.156.684</b>	<b>505.573.624.726</b>	<b>Total</b>

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**20. UTANG USAHA (Lanjutan)**

Umur utang usaha adalah sebagai berikut:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Sampai dengan 1 bulan	161.027.196.490	450.644.035.194	Up to 1 month
> 1 bulan - 3 bulan	24.231.120.175	15.639.418.885	> 1 month - 3 months
> 3 bulan - 6 bulan	14.079.804.755	2.290.809.624	> 3 months - 6 months
> 6 bulan - 1 tahun	24.169.874.761	9.613.079.107	> 6 months - 1 years
> 1 tahun	55.408.160.503	27.386.281.916	> 1 Years
<b>Jumlah</b>	<b>278.916.156.684</b>	<b>505.573.624.726</b>	<b>Total</b>

Seluruh utang usaha milik Grup dalam mata uang Rupiah.

**20. TRADE PAYABLES (Continued)**

The aging of trade payable is as follows:

All the Group trade payables are denominated in Rupiah.

**21. BEBAN AKRUAL**

Akun ini merupakan biaya yang belum dibayar pada akhir tahun, tetapi jasanya telah diberikan sesuai progres fisik dan/atau peraturan perundang-undangan yang berlaku, dengan rincian sebagai berikut:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Beban Pegawai	165.607.458.651	128.607.031.908	Employee Expenses
Beban Kepelabuhan	49.371.557.401	46.141.246.844	Other Expenses
Tantiem	31.752.672.801	32.756.982.181	Tantiem
Beban Sewa	31.265.490.238	21.667.577.963	Rent Expenses
Beban Bahan	25.533.201.841	80.359.963.412	Material Expenses
Beban Umum	24.078.097.593	10.741.879.555	General Expenses
Beban Pemeliharaan	5.591.406.056	3.779.368.922	Maintenance Expenses
Beban Asuransi	309.601.590	14.801.398.195	Insurance Expenses
Beban Administrasi Kantor	99.278.286	701.220.460	Administrative Expenses
<b>Jumlah</b>	<b>333.608.764.457</b>	<b>339.556.669.439</b>	<b>Total</b>

**21. ACCRUED EXPENSES**

This account represents unpaid expenses at the end of the year, but services have been obtained in accordance with the basis of physical progress and/or applicable term of regulation, with details as follows:

**22. LIABILITAS KEUANGAN JANGKA PENDEK LAINNYA**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
a. Uang Titipan (UTip)	79.059.689.880	74.495.223.102	Deposits Money a.
b. Uang Persekot (UPer)	10.863.271.570	9.312.908.119	Cash advances b.
c. Pendapatan Diterima Dimuka	2.196.405.190	6.467.458.364	Unearned Income c.
d. PNBPN	8.322.909.317	5.164.073.327	PNBPN d.
e. Utang Non Usaha	1.837.793.346	1.610.347.078	Non Operating Payable e.
<b>Jumlah</b>	<b>102.280.069.303</b>	<b>97.050.009.990</b>	<b>Total</b>

**22. OTHER CURRENT FINANCIAL LIABILITIES**

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**22. LIABILITAS KEUANGAN JANGKA PENDEK  
LAINNYA (Lanjutan)**

**22. OTHER CURRENT FINANCIAL LIABILITIES  
(Continued)**

**a. Uang Titipan (Utip)**

**a. Deposits Money**

Akun ini merupakan dana titipan yang diterima dari pihak lain.

This account consists of deposit of funds received from other party.

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Uang Titipan Swasta	34.019.063.950	13.539.213.445	Private Companies
Uang Titipan BUMN	6.731.138.178	10.862.504.775	Deposit Balance - BUMN
Uang Titipan Perorangan	449.881.211	354.727.072	Deposit Balance - Individual
Uang Titipan TNI	1.115.860	443.864	Deposit Balance - TNI
Uang Titipan Pemerintah	15.566.132	-	Deposit Balance - Government
Lain-lain	37.842.924.549	49.738.333.946	Others
<b>Jumlah</b>	<b>79.059.689.880</b>	<b>74.495.223.102</b>	<b>Total</b>

**b. Uang Persekot (Uper)**

**b. Cash Advances**

Akun ini merupakan penerimaan uang muka atas pemakaian jasa Perseroan.

This account consist of down payments for the use of the Company's services.

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
<b>Pihak Ketiga:</b>			<b>Third Parties:</b>
Swasta	10.705.696.610	9.178.430.255	Private Companies
Perorangan	16.773.268	23.992.854	Individual
<b>Pihak Berelasi:</b>			<b>Related Parties:</b>
Entitas Lainnya yang Dikendalikan			Entities Controlled by the
Pemerintah Republik Indonesia	112.022.157	60.336.407	Government of the Republic of Indonesia
Instansi Pemerintah	24.305.669	50.148.603	Government Agencies
Tentara Nasional Indonesia	4.473.866	-	Indonesian National Army
<b>Jumlah</b>	<b>10.863.271.570</b>	<b>9.312.908.119</b>	<b>Total</b>

**c. Pendapatan Diterima Dimuka**

**c. Unearned Income**

Akun ini merupakan sewa tanah dan sewa bangunan di lingkungan pelabuhan yang diterima terlebih dahulu dari pelanggan, sedangkan realisasi pendapatannya terjadi pada periode berikutnya, yang menurut jatuh temponya disajikan sebagai berikut:

This account represents advance received from the land and building rental from customers, while the realization of revenue occurs in the next period, which based on due date represent as follows:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Pendapatan Diterima Dimuka	8.664.815.016	19.193.874.977	Unearned Income
<b>Dikurangi:</b>			<b>Less:</b>
Bagian Jatuh Tempo 1 Tahun	2.196.405.190	6.467.458.364	Current Maturity in 1 Year Portion
<b>Bagian Jangka Panjang</b>	<b>6.468.409.826</b>	<b>12.726.416.613</b>	<b>Long Term Portion</b>

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**22. LIABILITAS KEUANGAN JANGKA PENDEK LAINNYA (Lanjutan)**

**d. Pendapatan Negara Bukan Pajak (PNBP)**

Merupakan pungutan atas PNBP terhadap jasa pelayanan kapal yakni labuh, pandu, tambat dan tunda berdasarkan Peraturan Pemerintah Republik Indonesia No. 11 Tahun 2015 tentang Jenis dan Tarif atas Jenis Penerimaan Negara Bukan Pajak yang Berlaku pada Kementerian Perhubungan.

**e. Utang Non-Usaha**

Akun ini merupakan pembayaran yang tertunda kepada pegawai atas kegiatan non usaha Perseroan.

**23. UTANG BANK**

	31 Desember/ December 31, 2020
<b>Pihak Berelasi</b>	
PT Bank Mandiri Tbk	469.325.333.312
PT Bank Negara Indonesia Tbk	469.325.333.312
PT Bank Rakyat Indonesia (Persero) Tbk	25.901.192.886
Sub Jumlah	<u>964.551.859.510</u>
<b>Pihak Ketiga</b>	
PT Bank Maybank Indonesia Tbk	469.325.333.312
Sub Jumlah	<u>469.325.333.312</u>
<b>Jumlah</b>	<b><u>1.433.877.192.822</u></b>
Dikurangi bagian yang akan jatuh tempo dalam satu tahun	<u>11.954.393.852</u>
Biaya transaksi yang belum diamortisasi	<u>(13.500.000.000)</u>
<b>Bagian jangka panjang</b>	<b><u>1.408.422.798.970</u></b>

**Perseroan**

**Sindikasi PT Bank Mandiri (Persero) Tbk, PT Bank Negara Indonesia (Persero) Tbk & PT Bank Maybank Indonesia Tbk – Corporate Loan.**

Fasilitas Pinjaman Korporasi sesuai dengan Surat penawaran indikatif dari PT Bank Mandiri (Persero) Tbk No: CBG.CB2/SPPK.099/2020, PT Bank Negara Indonesia (Persero) Tbk No: BIN/2.4/738/R dan PT Bank Maybank Indonesia Tbk No: S.2020.127/Dir Global – Public Sector tanggal 4 Desember 2020 dan yang diaktakan pada Akta Nomor: 30 tanggal 8 Desember 2020, Notaris Julius Purnawan, SH.,M.Si, yang terdiri dari:

**22. OTHER CURRENT FINANCIAL LIABILITIES (Continued)**

**d. Non Tax State Revenue (PNBP)**

Levies on non-tax state revenues (PNBP) on services such as ship anchoring, pilotage, and the towing based on Indonesian Government Regulation No. 11 year 2015 concerning Type and Tariff on Non-Tax State Revenues applicable in the Ministry of Transportation.

**e. Non-Operating Payable**

This account represents pending payments to employees for the company's non-business activities.

**23. BANK LOANS**

	31 Desember/ December 31, 2019	
		<b>Related Parties</b>
	-	PT Bank Mandiri Tbk
	-	PT Bank Negara Indonesia Tbk
	37.855.416.408	PT Bank Rakyat Indonesia (Persero) Tbk
	<u>37.855.416.408</u>	Subtotal
		<b>Third Party</b>
	-	PT Bank Maybank Indonesia Tbk
	-	Subtotal
	<b><u>37.855.416.408</u></b>	<b>Total</b>
	<u>11.954.393.852</u>	<i>Less current portion</i>
	-	Unamortised transaction cost
	<b><u>25.901.022.556</u></b>	<b>Long-term liabilities</b>

**The Company**

**Syndication between PT Bank Mandiri (Persero) Tbk, PT Bank Negara Indonesia (Persero) Tbk & PT Bank Maybank Indonesia Tbk – Corporate Loan.**

The Corporate Loan Facility is in accordance with the indicative offer letter from PT Bank Mandiri (Persero) Tbk No: CBG.CB2 / SPPK.099 / 2020, PT Bank Negara Indonesia (Persero) Tbk No: BIN / 2.4 / 738 / R and PT Bank Maybank Indonesia Tbk No: S.2020.127 / Dir Global - Public Sector dated 4 December 2020 and notarized on the Deed Number: 30 dated 8 December 2020, Notary Julius Purnawan, SH., M.Si, which consists of:

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**23. UTANG BANK (Lanjutan)**

**Perseroan (Lanjutan)**

**Sindikasi PT Bank Mandiri (Persero) Tbk, PT Bank Negara Indonesia (Persero) Tbk & PT Bank Maybank Indonesia Tbk – Corporate Loan. (lanjutan)**

- Fasilitas pinjaman Tranche A, yang digunakan untuk memenuhi kebutuhan Refinancing pinjaman bridging loan sebesar Rp 1 Triliun;
- Fasilitas pinjaman Tranche B, yang digunakan untuk memenuhi kebutuhan pembiayaan proyek MNP sebesar Rp 1,7 Triliun dan;
- Fasilitas pinjaman Tranche C, yang digunakan untuk memenuhi kebutuhan pembiayaan proyek investasi cabang lainnya sebesar Rp 300 Miliar.

Fasilitas ini berlaku sampai dengan 10 tahun sejak tanggal penandatanganan perjanjian pembiayaan dengan suku bunga JIBOR 3 Bulan ditambah dengan Margin 3,4% pertahun, dikenakan 0,45% upfront fee dari nilai total fasilitas kredit, 0,50% comittement fee dari jumlah fasilitas kredit yang tidak ditarik pada akhir periode tersedia dan 0,01% agency fee setiap penandatanganan perjanjian kredit dengan grace period 36 bulan. Setelah grace period, Perseroan diminta untuk melakukan pembayaran pokok secara triwulan pada setiap tanggal 23 dimulai pada bulan Maret.

Fasilitas pinjaman tersebut diatas diperoleh tanpa agunan khusus (negative pledge) dan mewajibkan Perseroan untuk memelihara rasio keuangan tertentu yang diatur dalam perjanjian kredit.

Pada tanggal 31 Desember 2020, Perseroan telah memenuhi persyaratan yang diatur dalam perjanjian kredit tersebut.

**Entitas Anak – KKT**

**Bank BRI (Persero) Tbk - Kredit Investasi**

Berdasarkan surat persetujuan dari PT Bank Rakyat Indonesia (Persero) Tbk No. R.II.243-ADK/DKR-2/08/2015, tanggal 31 Agustus 2015, dan akta No. 43 tanggal 31 Agustus 2015, notaris Sri Hidianingsih Adi Sugijanto, SH., notaris di Jakarta, KKT memperoleh fasilitas kredit investasi dan forex line dengan ketentuan dan syarat sebagai berikut:

**23. BANK LOANS (Continued)**

**The Company (Continued)**

**Syndication between PT Bank Mandiri (Persero) Tbk, PT Bank Negara Indonesia (Persero) Tbk & PT Bank Maybank Indonesia Tbk – Corporate Loan. (continued)**

- Tranche A credit facility, which will be used for refinancing bridging loan amounted to Rp 1 Trillion;
- Tranche B credit facility, which will be used for financing MNP project amounting to Rp 1.7 Trillion and;
- Tranche C credit facility, which will be used for financing other branch investment project amounting to Rp 300 billion.

These facility are valid for 10 years from credit agreement signed with interest based on JIBOR 3 Months plus Margin of 3.4% per annum, charged 0.45% upfront fee from total credit facilities, 0.50% of commitment fee from outstanding un-drawn credit facility during the available periods and 0.01% agency fee every signing an agreement and with grace period 36 months. After grace period, the Company is required to pay the installment on its principal quarterly at every 23rd which will start from March.

The above credit facilities have no special collateral (negative pledge) and the Company required to maintain certain financial ratios as stated in the credit facilities.

As of December 31, 2020, the Company has fulfilled all of the requirements as stated in the loan agreement.

**The Subsidiary – KKT**

**Investment Loan - Bank BRI (Persero) Tbk**

Based on a Letter of Approval from PT Bank Rakyat Indonesia (Persero) Tbk No. R.II.243-ADK/DKR-2/08/2015, dated August 31, 2015, and No. 43 dated August 31, 2015, notary Sri Adi Hidianingsih Sugijanto, SH., Notary in Jakarta, KKT obtained an investment credit facility and forex line with the terms and conditions as follows:



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**23. UTANG BANK (Lanjutan)**

**Entitas Anak – KKT (Lanjutan)**

**Bank BRI (Persero) Tbk - Kredit Investasi  
(lanjutan)**

**I. Fasilitas Kredit Investasi**

Jumlah maksimum fasilitas kredit investasi ini sebesar USD 5.874.000 dengan jangka waktu 90 bulan dan dengan tingkat bunga tahun pertama sebesar 4,7%, tahun kedua dan seterusnya LIBOR (3 bulan) + 4,25%. Dimana acuan LIBOR yang digunakan sesuai data BI dan Reuters adalah setiap tanggal 23 bulan sebelumnya. Bunga dapat ditinjau kembali jika terjadi perubahan kebijakan moneter oleh regulator dan/atau kondisi pasar berdasarkan kesepakatan kedua belah pihak. Pinjaman ini dikenakan provisi sebesar 0,25% dari plafond dan dibayarkan sebelum penarikan kredit.

Pinjaman ini akan digunakan untuk membiayai pembelian 3 (tiga) unit Rubber Tyred Gantry (RTG) Crane New sebesar USD 5.755 dan Rp 1.579.000.000 atau setara dengan USD 5.874.000.

**II. Fasilitas Forex Line**

Jumlah fasilitas forex line sebesar USD 5.874.000 dengan jangka waktu 1 tahun dimana pinjaman ini digunakan untuk transaksi TOM, SPOT, FORWARD dan SWAP, dengan ketentuan bahwa tidak dapat digunakan untuk spekulasi atau trading.

Pada tanggal 11 Januari 2019, fasilitas pinjaman kredit ini telah dikonversi menjadi pinjaman Rupiah dengan kurs untuk konversi Rupiah pada saat itu.

Sehingga ketentuan dan persyaratan perjanjian ini menjadi sebagai berikut:

- Bentuk pinjaman adalah *KI Pseudo R/C dengan Maksimum Co Menurun* bunga sebesar 10,25% efektif p.a. yang dapat direview kembali dengan jangka waktu pinjaman 90 (sembilan puluh) bulan dengan sisa jangka waktu saat ini yaitu 50 (lima puluh) bulan. Angsuran pokok diperhitungkan secara prorata setiap bulan.
- Syarat-syarat penarikan pinjaman, jaminan dan asuransi barang jaminan mengikuti Perjanjian Kredit sebelumnya.

**23. BANK LOANS (Continued)**

**The Subsidiary – KKT (Continued)**

**Investment Loan - Bank BRI (Persero) Tbk  
(continued)**

**I. Investment Credit Facility**

The maximum credit facility amounted to US 5,874,000 with a credit period of 90 months and bears interest rate for the first year of 4,7%, LIBOR (3 months) +4,25% for second year and beyond. The LIBOR rate used as benchmark is every 23rd of previous months in accordance with the data published by BI and Reuters every 23rd of the previous month. Interest can be reviewed if there is a change in monetary policy by the regulator and / or market conditions based on the agreement of both parties. This loan is subject to a provision of 0.25% of the total credit facility and is paid prior to credit withdrawal.

This credit facility was used for purchase 3 (three) units of Rubber Tyred Gantry (RTG) New Cranes amounting to USD 5,755 and Rp 1,579,000,000 or equivalent to USD 5,874,000

**II. Forex Line Facility**

Total forex line facility amounted to USD 5,874,000 with a credit period of one year and this facility is used for TOM, SPOT, FORWARD and SWAP transactions which can not be used for speculation or trading.

On January 11, 2019 these credit facilities have been converted into a Rupiah loan at an exchange rate in accordance with the updated selling rate on the date of conversion.

The term and condition of this new converted credit facilities as follows:

- The form of loan is *KI Pseudo R / C with Maximum Co Declining* with bears interest of 10.25% effective p.a. which clausal reviewable and the term of the loan is 90 (ninety) months with the remaining term now is 50 (fifty) months. An installment will be calculated prorated every month.
- The terms of loan, collateral and insurance for collateral will follow the terms of previous Credit Agreement.

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**23. UTANG BANK (Lanjutan)**

**Entitas Anak – KKT (Lanjutan)**

**Bank BRI (Persero) Tbk - Kredit Investasi  
(lanjutan)**

Sehingga ketentuan dan persyaratan perjanjian ini menjadi sebagai berikut: (lanjutan)

- Surat perjanjian pemberian kredit ini mulai berlaku sejak ditandatangani dan untuk type, struktur dan syarat kredit lainnya yang tidak terdapat dalam perjanjian kredit ini tetap berpedoman kepada Akta Perjanjian Kredit sebelumnya No. 43 tanggal 31 Agustus 2015, Notaris Sri Hidianingsih Adi Sugijanto, SH.

Pinjaman ini dijamin dengan 3 unit new rubber tyred gantry/rtg dan lapangan penumpukan, jaminan transaksi forex forward dan semua jenis transaksi swap sebesar 20% dari nilai transaksi, Jaminan transaksi forex TOM dan SPOT sebesar 10% dari nilai transaksi, jaminan transaksi forex TOD sebesar 0% dan rekening simpanan KKT yang nilai dijelaskan di perjanjian yang pemblokiran dilakukan sampai jatuh tempo transaksi.

Pada tanggal 31 Desember 2020, fasilitas tersebut belum digunakan.

**23. BANK LOANS (Continued)**

**The Subsidiary – KKT (Continued)**

**Investment Loan - Bank BRI (Persero) Tbk  
(continued)**

The term and condition of this new converted credit facilities as follows: (continued)

- This letter of credit agreement shall come into force as from the date of signing and for other credit types, structures and terms not contained in this credit agreement, still refer to the previous Credit Agreement Deed No. 43 dated August 31, 2015, Notary Sri Hidianingsih Adi Sugijanto, SH.

These credit facilities are secured by 3 units new rubber tyred gantry/rtg and container yard, guarantee forex forward transaction and II of swap transaction amounting to 20% of transaction value, TOM and SPOT forex transaction of 10% of transaction value, TOD forex trading guarantee of 0%, and including KTT saving account of the subsidiary where the amount is stated in an agreement up to due date.

As of December 31, 2020, the facility was not utilized.

**24. LIABILITAS SEWA**

	31 Desember/ December 31, 2020
Bagian jangka pendek	4.356.655.931
Bagian jangka panjang	8.203.870.157
<b>Jumlah</b>	<b>12.560.526.088</b>

Grup memiliki sewa untuk lahan penumpukan petikemas. Dengan pengecualian sewa jangka pendek, sewa dari aset pendasar bernilai rendah, setiap sewa dicatat di laporan posisi keuangan konsolidasian sebagai aset-hak-guna dan liabilitas sewa. Pembayaran sewa variable tidak bergantung pada indeks atau tarif dikecualikan dari pengukuran awal liabilitas dan aset sewa. Grup mengklasifikasikan aset-hak-guna secara konsisten ke aset tetapnya.

Grup telah memilih untuk tidak mengakui liabilitas sewa untuk sewa jangka pendek (sewa dengan perkiraan jangka waktu 12 bulan atau kurang) atau untuk sewa aset bernilai rendah. Pembayaran yang dilakukan berdasarkan sewa tersebut dibebankan dengan metode garis lurus.

**24. LEASE LIABILITIES**

	31 Desember/ December 31, 2019	
	253.232.265	<i>Current portion</i>
	456.282.636	<i>Non-current portion</i>
<b>Jumlah</b>	<b>709.514.901</b>	<b>Total</b>

The Group has leases for the container yard. With the exception of short-term leases and leases of low-value underlying assets, each lease is reflected on the consolidated financial position as right-of-use asset and a lease liability. Variable lease payments which do not depend on an index or a rate are excluded from the initial measurement of the lease liability and assets. The Group classifies its right-of-use assets in a consistent manner to its property, plant and equipment.

The Group has elected not to recognize a lease liability for short term leases (leases with an expected term of 12 months or less) or for leases of low value assets. Payments made under such leases are expensed on a straight-line basis.

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**24. LIABILITAS SEWA (Lanjutan)**

Grup tidak menghadapi risiko likuiditas yang signifikan sehubungan dengan liabilitas sewa. Liabilitas sewa Grup ini dijamin dengan aset sewa yang bersangkutan.

Pembayaran minimum atas liabilitas sewa tersebut pada tanggal 31 Desember 2020 dan 2019 adalah sebagai berikut:

**a. Rincian liabilitas sewa berdasarkan jatuh tempo:**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019
Kurang dari 1 tahun	4.656.655.931	253.232.265
1 - 5 Tahun	9.413.216.992	456.282.636
Jumlah pembayaran sewa masa depan	14.069.872.923	709.514.901
Dikurangi beban keuangan di masa depan	(1.509.346.835)	-
Nilai kini pembayaran minimum sewa	12.560.526.088	709.514.901
Dikurangi bagian jatuh tempo dalam satu tahun	(4.356.655.931)	(253.232.265)
<b>Utang Sewa Pembiayaan Jangka Panjang</b>	<b>8.203.870.157</b>	<b>456.282.636</b>

**b. Rincian liabilitas sewa berdasarkan lessor**

Nilai tunai pembayaran minimum sewa pembiayaan masa datang:

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019
<b>Pihak Ketiga</b>		
PT Asri Jaya	12.324.899.011	-
PT ACC Finance	235.627.077	-
PT Federal Finance Indonesia	-	665.159.309
PT Buana Finance	-	18.355.592
PT Mandiri Tunas	-	26.000.000
<b>Jumlah</b>	<b>12.560.526.088</b>	<b>709.514.901</b>
Dikurangi bagian jatuh tempo dalam satu tahun	(4.356.655.931)	(253.232.265)
<b>Liabilitas Sewa Jangka Panjang</b>	<b>8.203.870.157</b>	<b>456.282.636</b>

Suku bunga efektif liabilitas sewa pembiayaan adalah tetap sejak tanggal kontrak, yang berkisar antara 6,5% sampai dengan 10% per tahun.

**24. LEASE LIABILITIES (Continued)**

The Group does not face a significant liquidity risk with regard to its lease liabilities. The Group's lease liabilities are secured by the lessors' to the leased assets.

The minimum payment on lease payable as at December 31, 2020 and 2019 are as follows:

**a. Details of lease payable by maturity:**

Less than 1 year
1 - 5 Year
Total future lease payment
Less future finance charges
Present value of minimum lease payments
Less current portion of Lease Payable
<b>Long-Term Lease Payable</b>

**b. Details of lease obligations by the lessor**

Cash value of the minimum lease payments the future:

<b>Third Parties</b>
PT Asri Jaya
PT ACC Finance
PT Federal Finance Indonesia
PT Buana Finance
PT Mandiri Tunas
<b>Total</b>

Less current portion due within one year

**Long-Term Lease Liabilities**

The effective interest rate on finance lease liabilities are fixed from the date of the contract, which ranges from 6.5% to 10% per year.

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**25. UTANG OBLIGASI**

	31 Desember/ December 31, 2020
Obligasi	
Penerbitan Obligasi	3.000.000.000.000
Biaya Penerbitan yang diamortisasi	(3.801.275.973)
<b>Jumlah</b>	<b>2.996.198.724.027</b>
Mutasi amortisasi biaya penerbitan obligasi sebagai berikut:	
Biaya Penerbitan yang diamortisasi	5.818.279.535
Akumulasi Amortisasi	(2.017.003.562)
<b>Jumlah</b>	<b>3.801.275.973</b>

Pada tahun 2018, Perseroan menerbitkan obligasi ("Obligasi I Pelabuhan Indonesia IV Tahun 2018") melalui pencatatan di PT Bursa Efek Indonesia. Obligasi atas seri A, B dan C yang akan jatuh tempo tanggal 4 Juli 2023, 4 Juli 2025 dan 4 Juli 2028 dengan harga penawaran 100% nilai nominal.

Tingkat bunga yang ditetapkan masing-masing sebesar 8,00%, 9,15% dan 9,35% per tahun dan dibayarkan 3 (tiga) bulan sejak tanggal emisi dengan pembayaran bunga pertama dilakukan pada tanggal 4 Oktober 2018.

Dana Obligasi yang diperoleh sebesar Rp 3.000.000.000.000 setelah dikurangi dengan biaya penawaran umum sebesar Rp 5.818.279.535, dipergunakan untuk refinancing pinjaman Bank Mandiri dan Bank BRI sebesar Rp 1.715.534.340.665 dan sisanya sebesar Rp 1.278.647.379.800 digunakan untuk pengembangan 4 (empat) pelabuhan yaitu Makassar New Port, Terminal Petikemas Bitung, Kendari New Port dan Pantoloan.

**25. BONDS PAYABLE**

	31 Desember/ December 31, 2019	
	3.000.000.000.000	Bonds Bond issuance
	(4.608.077.397)	Amortisation of issuance cost
<b>Jumlah</b>	<b>2.995.391.922.603</b>	<b>Total</b>
Mutasi amortisasi biaya penerbitan obligasi sebagai berikut:		Amortization of bonds issuance costs as follows:
Biaya Penerbitan yang diamortisasi	5.818.279.535	Amortized discount
Akumulasi Amortisasi	(1.210.202.138)	Accumulated Amortization
<b>Jumlah</b>	<b>4.608.077.397</b>	<b>Total</b>

In 2018, the Company issued bonds ("Indonesian Port Bond I IV in 2018") through listing at the Indonesia Stock Exchange. The Bonds with series A, B and C that will mature on July 4, 2023, July 4, 2025 and July 4, 2028, respectively and with a bid price of 100 percent nominal value.

The interest rate set is 8.00%, 9.15% and 9.35% per annum and paid 3 (three) months from the date of issuance with the first interest payment being made on October 4, 2018.

Bond funds obtained in the amount of Rp 3,000,000,000,000 after deducting the cost of a public offering of Rp 5,818,279,535 were used for refinancing the loans with Bank Mandiri and Bank BRI in the amount of Rp 1,715,534,340,665 and the remainder in the amount of Rp 1,278,647,379,800 used for development 4 (four) ports, namely Makassar New Port, Bitung Container Terminal, Kendari New Port and Pantoloan.

**26. LIABILITAS IMBALAN KERJA**

Imbalan Kerja Jangka Pendek

	31 Desember/ December 31, 2020
Tunjangan produktivitas, uang jasa, bonus Direksi dan Komisaris	32.178.632.719
Tunjangan pegawai lainnya	-
<b>Jumlah</b>	<b>32.178.632.719</b>

**26. POST-EMPLOYMENT LIABILITIES**

Short-term Employee Benefits

	31 Desember/ December 31, 2019	
	32.756.982.181	Productivity allowances, Incentives and Director's and Commissioners bonus
	-	Amortisation of issuance cost
<b>Jumlah</b>	<b>32.756.982.181</b>	<b>Total</b>

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**26. LIABILITAS IMBALAN KERJA (Lanjutan)**

Imbalan kerja jangka pendek ini disajikan sebagai bagian dari beban akrual.

Imbalan Kerja Jangka Panjang

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Liabilitas imbalan pensiun- didanai	115.316.207.995	104.015.300.488	<i>Funded pension liabilities</i>
Liabilitas imbalan pensiun- tidak didanai	209.782.227.774	184.491.144.862	<i>Unfunded pension liabilities</i>
Liabilitas imbalan kerja lainnya	12.677.795.765	11.469.687.343	<i>Other employee benefits liabilities</i>
<b>Jumlah</b>	<b>337.776.231.534</b>	<b>299.976.132.693</b>	<b>Total</b>

**Program Pensiun Imbalan Pasti**

**a. Dana Pensiun**

Perseroan menyelenggarakan Program Pensiun Manfaat Pasti (PPMP) untuk semua karyawan tetap yang diangkat sampai dengan 2001. Program pensiun ini memberikan imbalan pasca kerja berdasarkan penghasilan dasar pensiun dan masa kerja karyawan.

Dana pensiun ini dikelola oleh Dana Pensiun Perseroan Pelabuhan dan Pengerukan (DP4) yang akta pendiriannya telah disahkan oleh Menteri Keuangan Republik Indonesia dengan Surat Keputusannya No. KEP- 248/KM.6/2002, tanggal 21 Oktober 2002.

Pada tanggal 24 Desember 2008, mengacu pada surat Direktur Utama No. 1/KP.506/DT-2008, Perseroan berencana mengubah program pensiun dari PPMP menjadi Program Pensiun luran Pasti (PPIP). Perubahan ini bertujuan untuk menaikkan manfaat pensiun bagi pensiunan sebesar Tunjangan Perbaikan Penghasilan (TPP) Rp 535.250 dengan pertimbangan agar Perseroan tidak lagi membayar TPP. Persetujuan prinsip Menteri Negara BUMN atas rencana perubahan program pensiun telah diperoleh dengan surat No. S-661/MBU/2009 tanggal 28 September 2009, dan selanjutnya perubahan program dimaksud akan diajukan kepada Menteri Keuangan Republik Indonesia.

**26. POST-EMPLOYMENT LIABILITIES (Continued)**

*This short-term employee benefits are presented as part of accrued expenses.*

Long-term Employee Benefits

	31 Desember/ December 31, 2019	
	104.015.300.488	<i>Funded pension liabilities</i>
	184.491.144.862	<i>Unfunded pension liabilities</i>
	11.469.687.343	<i>Other employee benefits liabilities</i>
<b>Total</b>	<b>299.976.132.693</b>	

**Defined Benefit Pension Plan**

**a. Pension Fund**

*The Company established a Defined Benefit Pension Plan (PPMP) covering all of their permanent employees who are appointed from January 1, 2001. This plan provides pension benefits based on years of service and salaries of employees.*

*The pension plan is managed by Dana Pensiun Perseroan Pelabuhan dan Pengerukan (DP4), which deed of establishment was approved by the Ministry of Finance of the Republic of Indonesia in its decision letter KEP-248/KM.6/2002, dated Oktober 21, 2002.*

*On December 24, 2008, referinge to President Director's letter No. 1/KP.506/DT-2008, the Company has a plan to changes the pension plan form PPMP to be Defined Contribution Benefit Plan ( PPIP). This change aims to raise benefits for retirees pensiun Allowances for Income Improvement (TPP) of Rp 535,250 with considerations that companies no longer pay for TPP. The Company has obtained an approval from State Enterprises Minister for the Company's plan to change its pension schemes as documented in letter No. S-661/MBU/2009 dated September 28, 2009, and subsequently the changes in such programs will be submitted to the Minister of Finance of the Republic of Indonesia.*



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**26. LIABILITAS IMBALAN KERJA (Lanjutan)**

**Program Pensiun Manfaat Pasti (Lanjutan)**

**b. Program Pensiun Iuran Pasti**

Dalam tahun 2004 dibentuk penyelenggaraan PPIP melalui Keputusan Direksi nomor KD 20 tahun 2004 tanggal 24 September 2004 dan telah diubah dengan KD 14 tahun 2006 tanggal 1 Juli 2006. Pada awalnya peserta yang ikut dalam program pensiun tersebut adalah pegawai yang diangkat mulai 1 Januari 2001.

Program pensiun PPIP dikelola oleh Dana Pensiun Lembaga Keuangan (DPLK) PT Bank Negara Indonesia (Persero) berdasarkan pemanfaatan layanan program pensiun antara Perseroan dengan PT Bank Negara Indonesia (Persero) Tbk, masing-masing nomor; 066/DLK/1/2004 dan nomor 17/KB.305/7/DT-2004, tanggal 1 Oktober 2004.

Terhitung mulai tanggal 1 Maret 2014 PT Pelabuhan Indonesia IV (Persero) mengakhiri Kerjasama Pemanfaatan Layanan Program Pensiun dengan Dana Pensiun Lembaga Keuangan (DPKL) PT Bank Negara Indonesia (Persero) selanjutnya mengalihkan ke PT Asuransi Jiwasraya (Persero).

**c. Imbalan Pesangon**

Selain imbalan dana pensiun, Grup juga menyelenggarakan program imbalan pasca kerja berupa program pesangon, penghargaan masa kerja dan penggantian hak untuk seluruh karyawan yang memenuhi persyaratan.

Manfaat ini akan dibandingkan dengan jumlah nilai sekarang manfaat pensiun (DPPK PPMP) ditambah dengan purna bhakti pensiun dan ciderahati, mana yang lebih besar.

**d. Imbalan Kerja Lainnya**

Perseroan bekerjasama dengan PT Asuransi Jiwasraya (AJ) untuk mengelola program tunjangan hari tua berupa pengelolaan program saving plan kumpulan. Berdasarkan kerjasama tersebut, Perseroan membayar premi asuransi kepada AJ masing-masing sebesar 73% dan 23% dari gaji dasar asuransi karyawan. AJ harus membayar manfaat program tersebut kepada karyawan yang berhak atau kepada tanggungan mereka pada saat karyawan mencapai usia 56 tahun, mengundurkan diri, atau meninggal berdasarkan perhitungan asuransi yang disepakati. Pada tahun 2020 Perseroan setuju untuk mengikuti program Iuran Pasti dalam rangka restrukturisasi di AJ.

**26. POST-EMPLOYMENT LIABILITIES (Continued)**

**Defined Benefit Pension Plan (Continued)**

**b. Defined Contribution Benefit Plan**

In 2004, the PPIP was established through the Decree of the Board of Directors No. KD 20 of 2004 dated September 24, 2004 and has been amended by No. KD 14 of 2006 dated July 1, 2006. Initially, participants who took part in the pension program were employees appointed in January 1, 2001.

The PPIP pension program is managed by the Financial Institution Pension Fund (DPLK) of PT Bank Negara Indonesia (Persero) based on the use of pension program services between the Company and PT Bank Negara Indonesia (Persero) Tbk, No. 066 / DLK / 1/2004 and No. 17 / KB.305 / 7 / DT-2004, dated October 1, 2004.

As of March 1, 2014, PT Pelabuhan Indonesia IV (Persero) ended the Pension Program Service Utilization Cooperation with the Financial Institution Pension Fund (DPKL) of PT Bank Negara Indonesia (Persero) and then transferred to PT Asuransi Jiwasraya (Persero).

**c. Severance Benefits**

In addition to pension fund, the Group also established the post-employment benefits such as severance pay, reward for service rendered and compensation pay program to its qualifying employees.

These benefits will be compared with the accumulated benefit of present value of pension benefit (DPPK PPMP), purna bhakti pensiun and cinderahati program, whichever higher.

**d. Other Employee Benefits**

The Company had cooperation agreements with PT Asuransi Jiwasraya (AJ) to manage old-age benefit program. Based on such agreement, the Company pay insurance premiums to AJ at rates of 73% and 23%, respectively, of employee's insurable salaries. AJ is obligated to pay program benefits to eligible employees or their dependents upon employees attaining 56 years of age, upon resignation or in event of death, based on certain agreed insurance calculation. In 2020, the Company agreed to join contribution plan program in order to restructuring in AJ.

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**26. LIABILITAS IMBALAN KERJA (Lanjutan)**

**Program Pensiun Imbalan Pasti (Lanjutan)**

**d. Imbalan Kerja Lainnya (lanjutan)**

Selain itu, Perseroan juga memberikan tunjangan kesehatan melalui BPJS kesehatan kepada pegawai yang berhak, termasuk dengan pegawai yang telah pensiun, yang memenuhi kriteria dan dengan fasilitas yang sesuai dengan ketentuan.

**e. Imbalan Kerja Jangka Panjang Lainnya**

Perseroan juga memberikan imbalan kepada karyawan tertentu meliputi kesehatan pensiun dan tunjangan ibadah yang memenuhi persyaratan sesuai dengan kebijakan Perseroan yang didasarkan pada peraturan yang berlaku pada periode pelaporan keuangan.

Program imbalan pasti mengakibatkan eksposur Perseroan terhadap resiko actuarial seperti resiko investasi, resiko tingkat bunga, resiko harapan hidup dan resiko gaji.

Risiko investasi

Nilai kini kewajiban imbalan pasti dihitung menggunakan tingkat diskonto yang ditetapkan dengan mengacu pada imbal hasil obligasi korporasi berkualitas tinggi; jika pengembalian aset program di bawah tingkat tersebut, hal itu akan mengakibatkan defisit program.

Risiko tingkat bunga

Penurunan suku bunga obligasi akan meningkatkan liabilitas program. Namun, sebagian akan disalinghapuskan oleh peningkatan imbal hasil atas investasi.

Risiko harapan hidup

Nilai kini kewajiban imbalan pasti dihitung dengan mengacu pada estimasi terbaik dari mortalitas peserta program baik selama dan setelah kontrak kerja. Peningkatan harapan hidup peserta program akan meningkatkan liabilitas program.

Risiko gaji

Nilai kini kewajiban imbalan pasti dihitung dengan mengacu pada gaji masa depan peserta program. Dengan demikian, peningkatan harapan hidup peserta program akan meningkatkan liabilitas program.

**26. POST-EMPLOYMENT LIABILITIES (Continued)**

**Defined Benefit Pension Plan (Continued)**

**d. Other Employee Benefits (continued)**

The Company also provide held benefit through BPJS Kesehatan to entitled employess, including entitled employee who has been retired, that mid the criteria and with facilities in accordance with the regulation.

**e. Other Long-term Benefits**

The Company also provide benefits to certain employees including post-retirement health care benefits and worship allowance in accordance with the Company policies which are based on regulation in force in financial reporting period.

The defined benefit plan typically expose the Company to actuarial risks such as investment risk, interest rate risk, longevity risk and salary risk.

Investment risk

The present value of the defined benefit pension plan liability is calculated using a discount rate determined by reference to high quality corporate bond yields; if the return on plan asset is below this rate, it will create a plan deficit.

Interest risk

A decrease in the bond interest rate will increase the plan liability. However, this will be partially offset by an increase in the return on the plan's investments.

Longevity risk

The present value of the defined benefit plan liability is calculated by reference to the best estimate of the mortality of plan participants both during and after their employment. An increase in the life expectancy of the plan participants will increase the plan's liability.

Salary risk

The present value of the defined benefit obligation is calculated by referring to the plan participant's future salary. An increase in the life expectancy of the plan participants will increase the plan's liability.

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**26. LIABILITAS IMBALAN KERJA (Lanjutan)**

**Program Pensiun Imbalan Pasti (Lanjutan)**

Imbalan Kerja Jangka Panjang

Perhitungan imbalan pasca kerja dihitung oleh aktuaris independen PT Bestama Aktuaria dengan menggunakan metode *Projected Unit Credit*. Pada tanggal 31 Desember 2020 dan 2019, perhitungan program manfaat pasti dihitung dengan menggunakan asumsi aktuaria sebagai berikut:

	2020	2019	
Tingkat Diskonto	7,20%	8,10%	<i>Discount Rate</i>
Tingkat Kenaikan Upah	6,00%	7,00%	<i>Average salary increase</i>
Tingkat Kematian/Mortalita	Tabel Mortalita Indonesia th 2019	Tabel Mortalita Indonesia th 2019	<i>Mortality Rate</i>
Tingkat Kecacatan	10% dari kemungkinan orang meninggal dari masing-masing usia/ <i>10% from the possibility of people dying at each age</i>	10% dari kemungkinan orang meninggal dari masing-masing usia/ <i>10% from the possibility of people dying at each age</i>	<i>Disability Rate</i>
Tingkat Pengunduran diri	1% pada usia 20 tahun dan menurun secara linear sampai dengan 0% usiapensiun normal/ <i>1% at age 20 years and decreases linearly until 0% the normal retirement age</i>	1% pada usia 20 tahun dan menurun secara linear sampai dengan 0% usiapensiun normal/ <i>1% at age 20 years and decreases linearly until 0% the normal retirement age</i>	<i>Resignation Rate</i>
Metode Penghitungan Aktuaria	<i>Projected Unit Credit</i>	<i>Projected Unit Credit</i>	<i>Actuary valuation method</i>
Usia pengambilan pensiun normal	56 tahun/years	56 tahun/years	<i>Normaly retirement age</i>

Beban pensiun , imbalan pasca kerja tidak didanai dan imbalan kerja jangka panjang lainnya yang diakui di laporan laba rugi dan penghasilan komprehensif lain adalah sebagai berikut:

*The amounts recognized in the statement of profit or loss and other comprehensive income arising from pension plan, post-employment benefits unfunded and other long-term benefits expense, are as follows:*

	2020				
	Program imbalan pasti/Defined benefit plan				
	Program pensiun didanai/Pension program funded	Program pensiun tidak didanai/Pension program unfunded	Imbalan lainnya/Other long-term benefits	Total/Total	
Biaya jasa:					<i>Service cost:</i>
Biaya jasa kini	1.500.247.580	12.396.657.799	1.305.038.385	15.201.943.764	<i>Current service cost</i>
Biaya jasa lalu		(5.655.030.869)	-	(5.655.030.869)	<i>Past service cost</i>
Iuran karyawan	(296.415.249)		-	(296.415.249)	<i>Employee contribution</i>
Bunga neto atas liabilitas	14.942.058.030	14.963.764.472	860.226.551	30.766.049.053	<i>Net interest on liabilities</i>
Pendapatan bunga dari Aset Program	(6.849.156.970)	(15.435.866)	-	(6.864.592.836)	<i>Interest income from pension plan</i>
Pengukuran kembali atas imbalan jangka panjang lainnya	-	-	(957.156.514)	(957.156.514)	<i>Remeasurement of other pension plan benefits</i>
Komponen dari biaya imbalan pasti yang diakui dalam laba rugi	9.296.733.391	21.689.955.536	1.208.108.422	32.194.797.349	<i>Components of defined benefit costs recognized in profit or loss</i>
Pengukuran kembali liabilitas imbalan (aset) imbalan pasti - neto					<i>Remeasurement on the net defined benefit liability (assets):</i>
Keuntungan dan kerugian aktuarial yang timbul dari:					<i>Actuarial gain and loss arising from:</i>
Perubahan asumsi aktuarial	7.628.637.817	15.665.257.574	-	23.293.895.391	<i>Change in actuarial assumptions</i>
Imbal hasil aset program (tidak termasuk jumlah yang dimasukkan dalam beban bunga neto)	6.222.138.872	15.435.866	-	6.237.574.738	<i>Return on plan assets (excluding amounts included in net interest expenses)</i>
Komponen biaya imbalan pasti yang diakui dalam penghasilan komprehensif lain	13.850.776.689	15.680.693.440	-	29.531.470.129	<i>Components of defined benefit costs recognized in other comprehensive income</i>
Jumlah	23.147.510.080	37.370.648.976	1.208.108.422	61.726.267.478	<i>Total</i>

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**26. LIABILITAS IMBALAN KERJA (Lanjutan)**

**Program Pensiun Imbalan Pasti (Lanjutan)**

**Imbalan Kerja Jangka Panjang (Lanjutan)**

	2019*)				
	Program imbalan pasti/Defined benefit plan		Imbalan lainnya/Other long-term benefits	Total/Total	
	Program pensiun didanai/Pension program funded	Program pensiun tidak didanai/Pension program unfunded			
Biaya jasa:					Service cost:
Biaya jasa kini	1.318.988.902	11.072.230.653	1.221.484.556	13.612.704.111	Current service cost
Biaya jasa lalu	-	-	-	-	Past service cost
Iuran karyawan	(319.460.533)	-	-	(319.460.533)	Employee contribution
Bunga neto atas liabilitas	10.692.242.324	13.438.670.926	815.850.927	24.946.764.177	Net interest on liabilities
Pendapatan bunga dari Aset Program	(8.640.524.871)	(15.517.253)	-	(8.656.042.124)	Interest income from pension plan
Pengukuran kembali atas imbalan jangka panjang lainnya	-	-	116.539.497	116.539.497	Remeasurement of other pension plan benefits
Komponen dari biaya imbalan pasti yang diakui dalam laba rugi	3.051.245.822	24.495.384.326	2.153.874.980	29.700.505.128	Components of defined benefit costs recognized in profit or loss
Pengukuran kembali liabilitas imbalan (aset) imbalan pasti - neto					Remeasurement on the net defined benefit liability (assets):
Keuntungan dan kerugian aktuarial yang timbul dari:					Actuarial gain and loss arising from:
Perubahan asumsi aktuarial	58.580.013.305	14.127.142.389	-	72.707.155.694	Change in actuarial assumptions
Imbal hasil aset program (tidak termasuk jumlah yang dimasukkan dalam beban bunga neto)	22.852.798.695	7.506.931	-	22.860.305.626	Return on plan assets (excluding amounts included in net interest expenses)
Komponen biaya imbalan pasti yang diakui dalam penghasilan komprehensif lain	81.432.812.000	14.134.649.320	-	95.567.461.320	Components of defined benefit costs recognized in other comprehensive income
Jumlah	84.484.057.822	38.630.033.646	2.153.874.980	125.267.966.448	Total

\*) Disajikan kembali (Catatan 46)

\*) As restated (Note 46)

Liabilitas program pensiun imbalan pasti, imbalan pasca kerja manfaat pasti dan imbalan kerja jangka Panjang lainnya yang termasuk dalam laporan posisi keuangan adalah sebagai berikut:

The amounts included in the consolidated statement of financial position arising from liabilities in respect of defined benefit pension plan, post-employment benefits and other long-term benefits, are as follows:

	31 Desember/December 31, 2020				
	Program imbalan pasti/Defined benefit plan		Imbalan lainnya/Other long-term benefits	Total/Total	
Nilai kini kewajiban masa lalu	196.255.590.412	209.782.227.774	12.677.795.765	418.715.613.951	Present value of defined benefits obligation
Nilai wajar aset program	(80.939.382.417)	-	-	(80.939.382.417)	Fair value of plan assets
Liabilitas imbalan pasca kerja	115.316.207.995	209.782.227.774	12.677.795.765	337.776.231.534	Employee benefit liabilities

	31 Desember/December 31, 2019*)				
	Program imbalan pasti/Defined benefit plan		Imbalan lainnya/Other long-term benefits	Total/Total	
Nilai kini kewajiban masa lalu	190.755.545.185	184.681.711.106	11.469.687.343	386.906.943.634	Present value of defined benefits obligation
Nilai wajar aset program	(86.740.244.697)	(190.566.244)	-	(86.930.810.941)	Fair value of plan assets
Liabilitas imbalan pasca kerja	104.015.300.488	184.491.144.862	11.469.687.343	299.976.132.693	Employee benefit liabilities

\*) Disajikan kembali (Catatan 46)

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**26. LIABILITAS IMBALAN KERJA (Lanjutan)**

**26. POST-EMPLOYMENT LIABILITIES (Continued)**

**Program Pensiun Imbalan Pasti (Lanjutan)**

**Defined Benefit Pension Plan (Continued)**

**Imbalan Kerja Jangka Panjang (Lanjutan)**

**Long-term Employee Benefits (Continued)**

	31 Desember/December 31, 2020				
	Program imbalan pasti/Defined benefit plan		Imbalan lainnya/Other long-term benefits	Total/Total	
	Program pensiun didanai/Pension program funded	Program pensiun tidak didanai/Pension program unfunded			
Nilai Kini Kewajiban Imbalan Pasti (NKKIP) awal tahun	190.755.545.185	184.681.711.106	11.469.687.342	386.906.943.633	Present Value of Benefits Obligation beginning of the year
Biaya jasa					Service cost
Biaya jasa kini	1.500.247.580	12.396.657.799	1.305.038.385	15.201.943.764	Current service cost
Biaya jasa lalu	-	(5.655.030.869)	-	(5.655.030.869)	Past service cost
Beban bunga	14.942.058.030	14.963.764.472	860.226.551	30.766.049.053	Interest expense
Pengembalian nilai tunai	-	-	-	-	
Imbalan yang dibayarkan	(18.570.898.200)	(12.270.132.308)	-	(30.841.030.508)	Benefit payment
Pengukuran kembali:					Remeasurement on:
Keuntungan dan kerugian aktuarial yang timbul dari:					Actuarial gains and loss arising from:
Perubahan asumsi keuangan	10.429.416.234	(853.922.789)	(957.156.514)	8.618.336.931	Changes in actuarial assumptions
Penyesuaian pengalaman	(2.800.778.417)	16.519.180.363	-	13.718.401.946	Experience adjustments
Nilai Kini Kewajiban Imbalan Pasti (NKKIP) akhir tahun	196.255.590.412	209.782.227.774	12.677.795.764	418.715.613.950	Present value of benefit obligation- ending of the year

Mutasi nilai wajar aset program adalah sebagai berikut:

Movement in the fair value of the plan asset are as follows

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
<b>Nilai wajar aset - awal tahun</b>	86.930.810.941	109.974.546.452	<b>The fair value of assets- beginning or year</b>
luran pemberi kerja	11.846.602.573	9.979.875.390	Employee contribution
luran peserta program	296.415.249	319.460.533	Participants contribution
Pendapatan bunga	6.849.156.970	8.656.042.124	Interest income
Pengukuran kembali:			Remeasurement on:
Imbal hasil aset program (tidak termasuk jumlah yang dimasukkan dalam beban neto)	(6.237.574.738)	(22.860.305.626)	Return on plan assets (excluding amounts included in net interest expense)
Imbalan yang dibayarkan	(18.746.028.578)	(19.138.807.932)	Benefit payment
<b>Nilai wajar aset-akhir tahun</b>	<b>80.939.382.417</b>	<b>86.930.810.941</b>	<b>The fair value of assets- ending of year</b>

Aset program terdiri dari deposito berjangka, surat berharga yang diterbitkan pemerintah, reksadana dan saham diperdagangkan di bursa dan property serta penyertaan langsung pada saham.

The plan assets consisted of time deposits, government bond, mutual fund and shares of stock traded in the stock exchange and property, including direct placement in share.

Tingkat pengembalian investasi yang diharapkan atas aset program ditentukan berdasarkan ekspektasi pasar pada tanggal pelaporan, berlaku untuk periode sampai kewajiban diselesaikan.

The expected rate of return on plan assets is determined based on the market expectations prevailing on that date, applicable to the period over which the obligation is to be settled.

Asumsi aktuarial yang signifikan untuk penentuan kewajiban imbalan pasti adalah tingkat diskonto dan kenaikan gaji yang diharapkan. Sensitivitas analisis di bawah ini ditentukan berdasarkan masing-masing perubahan asumsi yang mungkin terjadi pada akhir periode pelaporan, dengan semua asumsi lain konstan.

Significant actuarial assumptions for the determination of the defined obligation are discount rate and expected salary increase. The sensitivity analysis below have been determined based on reasonably possible changes of the respective assumptions occurring at the end of the reporting period, while holding all other assumptions constant.



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**26. LIABILITAS IMBALAN KERJA (Lanjutan)**

**26. POST-EMPLOYMENT LIABILITIES (Continued)**

31 Desember/December 31, 2020					
Program imbalan pasti/Defined benefit plan					
	Program pensiun didanai/Pension program funded	Program pensiun tidak didanai/Pension program unfunded	Imbalan lainnya/Other long-term benefits	Total/Total	
Tingkat diskonto					Discount Rate
Tingkat diskonto +0,5%	124.195.556.011	248.390.421.070	126.665.844.838	499.251.821.918	Discount Rate + 0,5%
Tingkat diskonto -0,5%	106.436.859.979	212.873.127.806	108.553.922.734	427.863.910.520	Discount Rate - 0,5%
Tingkat kenaikan gaji					Salary Increment Rate
Tingkat kenaikan gaji + 0,5%	122.811.761.515	245.622.839.776	125.254.526.232	493.689.127.523	Salary increment rate + 0,5%
Tingkat kenaikan gaji - 0,5%	107.820.654.475	215.640.709.100	109.965.241.340	433.426.604.915	Salary increment rate - 0,5%
31 Desember/December 31, 2019					
Program imbalan pasti/Defined benefit plan					
	Program pensiun didanai/Pension program funded	Program pensiun tidak didanai/Pension program unfunded	Imbalan lainnya/Other long-term benefits	Total/Total	
Tingkat diskonto					Discount Rate
Tingkat diskonto +0,5%	183.609.640.131	157.889.650.748	12.397.258.440	353.896.549.319	Discount Rate + 0,5%
Tingkat diskonto -0,5%	198.436.956.418	173.225.487.964	12.970.138.666	384.632.583.048	Discount Rate - 0,5%
Tingkat kenaikan gaji					Salary Increment Rate
Tingkat kenaikan gaji + 0,5%	191.657.060.274	172.439.652.335	12.677.795.765	376.774.508.374	Salary increment rate + 0,5%
Tingkat kenaikan gaji - 0,5%	189.885.800.460	157.288.418.263	12.775.867.458	359.950.086.181	Salary increment rate - 0,5%

Analisis sensitivitas yang disajikan di atas mungkin tidak mewakili perubahan yang sebenarnya dalam kewajiban imbalan pasti mengingat bahwa perubahan asumsi terjadinya tidak terisolasi satu sama lain karena beberapa asumsi tersebut mungkin berkorelasi.

The sensitivity analysis presented above may not be representative of the actual change in the defined benefit obligation as it is unlikely that the change in assumptions would occur in isolation of one another as some of the assumptions may be correlated.

Selanjutnya, dalam menyajikan analisis sensitivitas di atas, nilai kini kewajiban imbalan pasti dihitung dengan menggunakan metode Projected Unit Credit pada akhir periode pelaporan, yang sama dengan yang diterapkan dalam menghitung liabilitas manfaat pasti yang diakui dalam laporan posisi keuangan.

Furthermore, in presenting the above sensitivity analysis, the present value of the defined benefit obligation has been calculated using the projected unit credit method at the end of the reporting period, which is the same as that applied in calculating the defined benefit obligation liability recognized in the consolidated statement of financial position.

Tidak ada perubahan dalam metode dan asumsi yang digunakan dalam penyusunan analisis sensitivitas dari tahun sebelumnya.

There were no changes in the methods and assumptions used in preparing the sensitivity analysis from prior years.

PT Equiport Inti Indonesia dan PT Nusantara Terminal Service belum membentuk cadangan imbalan pasca kerja karena seluruh karyawan (selain karyawan perbantuan) belum berstatus karyawan tetap dan tidak ada kewajiban kontraktual untuk memberikan imbalan jasa ketika kontrak berakhir.

PT Equiport Inti Indonesia and PT Nusantara Terminal Service have not provided allowance post-retirement benefits because all employees (other than employee assistance) status is not permanent employees and there is no contractual obligation to provide compensation for services when the contract expires.

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**27. LIABILITAS KEUANGAN JANGKA PANJANG  
LAINNYA**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	
Uang Jaminan	69.505.025	3.608.998.378	<i>Deposits</i>
Pendapatan Diterima Dimuka	6.468.409.826	9.117.418.235	<i>Unearned Revenues</i>
<b>Jumlah</b>	<b><u>6.537.914.851</u></b>	<b><u>12.726.416.613</u></b>	<b>Total</b>

**27. OTHER LONG-TERM FINANCIAL LIABILITIES**

**28. MODAL SAHAM**

Pemegang saham Perseroan pada tanggal 31 Desember 2020 dan 2019 adalah sebagai berikut:

**28. SHARES CAPITAL**

The shareholders of the Company as of December 31, 2020 and 2019 are as follows:

Pemegang Saham/ <i>Shareholders</i>	Total Saham Ditempatkan dan Disetor Penuh/ Number of Shares Issued and Fully Paid	Persentase Kepemilikan/ Percentage of Ownership	Nominal/ Amount
Negara Republik Indonesia/ <i>State of Republic of Indonesia:</i>	<u>3.112.085</u>	<u>1.000.000</u>	<u>3.112.085.000.000</u>

Berdasarkan Akta Pernyataan Keputusan Menteri Badan Usaha Milik Negara (BUMN) Republik Indonesia No. 10 tanggal 22 Agustus 2019, dihadapan Notaris Nanda Fauz Iwan, SH., M.Kn., notaris di Jakarta, yang telah mendapatkan persetujuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia tertanggal 6 September 2019 No. AHU-0162943.AH.01.11 Tahun 2019, modal dasar Perseroan ditetapkan sebesar Rp 10.000.000.000.000 terbagi atas 10.000.000 saham, yang terdiri dari 1 saham Seri A Dwiwana dan 9.999.999 saham Seri B.

Based on Deed of Statement of Resolution of Ministry of State-Owned Enterprises (SOE) of Republic Indonesia No. 10 dated August 22, 2019, of Fauz Nanda Iwan, SH., M.Kn., notary in Jakarta, which has been approved by the Ministry of Justice and Human Rights of the Republic of Indonesia, dated September 6, 2019 No. AHU-0162943.AH.01.11 Tahun 2019, the Company's authorized capital amounting to Rp 10,000,000,000,000 divided into 10,000,000 shares, which consist of 1 Series A Dwiwarna Share and 9,999,999 Series B. Shares.

Modal yang telah diambil bagian dan disetor penuh oleh Negara Republik Indonesia sebesar Rp 3.112.085.000.000 yang terdiri dari 1 lembar saham Seri A Dwiwarna dengan nilai nominal Rp 1.000.000 dan 3.112.084 lembar saham Seri B dengan nilai nominal Rp1.000.000 per saham atau Rp 3.112.084.000.000

The capital that has been subscribed and fully paid up by the Republic of Indonesia is IDR 3,112,085,000,000, consisting of 1 Series A Dwiwarna share with a nominal value of IDR 1,000,000 and 3,112,084 Series B shares with a nominal value of IDR 1,000,000 per share. or IDR 3,112,084,000,000.

Berdasarkan Peraturan Pemerintah (PP) Republik Indonesia No. 37 Tahun 2016 tanggal 30 September 2016 tentang Penambahan Penyertaan Modal Negara (PMN) Republik Indonesia kedalam saham tersebut, Menteri BUMN menyetujui penempatan modal yang masih dalam simpanan (portepel) sebanyak 199.953 saham dengan nominal sebesar Rp 1.000.000 atau Rp 199.953.000.000 yang terdiri dari PMN sebesar Rp 199.952.304.000 dan sebesar Rp 696.000 yang berasal dari kapitalisasi sebagian cadangan Perseroan.

Based on Government Regulation (PP) of the Republic of Indonesia No. 37 of 2016 dated 30 September 2016 concerning the Addition of State Capital Participation (PMN) of the Republic of Indonesia into these shares, the Minister of BUMN approved the placement of capital that was still in savings (portepel) of 199,953 shares with a nominal value of Rp 1,000,000 or Rp 199,953,000,000, which consisted of PMN amounting to Rp 199,952,304,000 and Rp 696,000 which comes from the capitalization of the Company's reserves..

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**28. MODAL SAHAM (Lanjutan)**

PP No. 37 Tahun 2016 tersebut menjelaskan hal-hal berikut ini:

1. Nilai penambahan penyertaan modal negara sebesar Rp 199.952.304.000
2. Penambahan penyertaan modal negara tersebut berasal dari pengalihan barang milik negara Kementerian Perhubungan berupa dermaga dan *trestle* hasil kegiatan pembangunan fasilitas Pelabuhan Laut Tarakan dan hasil pekerjaan reklamasi yang merupakan hasil kegiatan pembangunan fasilitas Pelabuhan Laut Penajam Pasir dan Kariangau, yang pengadaannya berasal dari dana Anggaran Pendapatan dan Belanja Negara (APBN) Tahun Anggaran 2004 sampai dengan 2009 dan tahun anggaran 2011. Seluruh aset tersebut dicatat sebagai bagian dari aset tetap (Catatan 16).

Berdasarkan PP No. 119 Tahun 2015 tanggal 23 Desember 2015 tentang PMN Republik Indonesia ke dalam modal saham Perseroan, Pemerintah menyetujui untuk melakukan penambahan penyertaan modal sebesar Rp 2.000.000.000.000 yang pendanaannya berasal dari APBN tahun 2015.

**Pengelolaan Modal**

Tujuan utama pengelolaan modal Grup adalah untuk memastikan pemeliharaan rasio modal yang sehat untuk mendukung usaha dan memaksimalkan imbalan bagi pemegang saham.

Selain itu, Grup dipersyaratkan oleh Undang-undang Perusahaan Terbatas No. 40 Tahun 2007, efektif tanggal 16 Agustus 2007, untuk menyisihkan sampai dengan minimal 20% dari modal ditempatkan dan disetor ke dalam dana cadangan yang tidak boleh didistribusikan. Persyaratan permodalan eksternal tersebut dipertimbangkan oleh Perseroan pada Rapat Umum Pemegang Saham.

Grup mengelola struktur permodalan dan melakukan penyesuaian, berdasarkan perubahan kondisi ekonomi. Untuk memelihara dan menyesuaikan struktur permodalan, Perseroan dapat menyesuaikan pembayaran dividen kepada pemegang saham, menerbitkan saham baru atau mengusahakan pendanaan melalui pinjaman. Tidak ada perubahan atas tujuan, kebijakan maupun proses selama tahun penyajian.

Kebijakan Grup adalah mempertahankan struktur permodalan yang sehat untuk mengamankan akses terhadap pendanaan pada biaya yang wajar.

**28. SHARES CAPITAL (Continued)**

Such PP No. 37 Year 2016 was described as follows:

1. The additional share capital of the government amounted to Rp 199,952,304,000.
2. Additional share capital by the government came from the transfer of concret jetty and trestle owned by Ministry of Transportation as result of port development activities in Port of Tarakan and result of reclamation as development activities of Port Penajam and Kariangau, which provided by Anggaran Pendapatan dan Belanja Negara (State Revenue and Expenditure Budget) in 2004 up to 2009 and in 2011. These assets were recorded as a part of property and equipment (Note 16).

Based on PP No. 119 Year Tahun 2015 dated December 23, 2015 about Additional Participation of the Republic Indonesia in the Company share, capital, the Government approved the placement of share amounted to Rp 2,000,000,000,000 which was funded by APBN (State Budget) 2015.

**Capital Management**

The primary objective of the Group's capital management is to ensure that it maintains healthy capital ratios in order to support its business and maximize shareholder value.

In addition, the Group is also required by the Limited Liability Company Law No. 40, Year 2007 effective on August 16, 2007 to allocate and maintain a nondistributable reserve fund until the said reserve reaches at least 20% of the issued and paid-up capital. This externally imposed capital requirements are considered by the Company at the Annual General Shareholders' Meeting.

The Group manages its capital structure and makes adjustments to it, in light of changes in economic conditions. To maintain or adjust the capital structure, the Company may adjust the dividend payment to shareholders, issue new shares or raise debt financing. No changes were made in the objectives, policies or processes during the years presented.

The Group's policy is to maintain a healthy capital structure in order to secure access to finance at a reasonable cost.

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**29. MODAL LAINNYA**

Berupa hibah passenger shelter dari pihak swasta (PT Cevron Mas) pada tahun 2009 yang terletak di Cabang Balikpapan sebesar Rp 1.466.121.492.

**29. OTHER CAPITAL**

In the form of a passenger shelter grant from the private sector (PT Cevron Emas) in 2009, located in the Balikpapan Branch, amounting to Rp 1,466,121,492

**30. PENGHASILAN KOMPREHENSIF LAIN**

**30. OTHER COMPREHENSIVE INCOME**

	31 Desember/ December 31, 2020	31 Desember/ December 31, 2019	1 Januari/ January 1, 2019	
Saldo awal	5.032.948.761	5.159.874.786	105.840.180.583	Beginning balance
Cadangan nilai investasi efek tersedia untuk dijual	-	(126.926.025)	(110.004.753)	AFS valuation reserve
Pengukuran kembali liabilitas imbalan pasti	-	-	-	Remeasurement of defined benefit obligation
Lain-lain	(5.032.948.761)	-	(100.570.301.044)	Others
<b>Jumlah</b>	<b>-</b>	<b>5.032.948.761</b>	<b>5.159.874.786</b>	<b>Total</b>

\*) Disajikan kembali (Catatan 46)

\*) As restated (Note 46)

**31. DIVIDEN TUNAI DAN CADANGAN UMUM**

Berdasarkan Rapat Umum Pemegang Saham tanggal 6 Juli 2020, Pemegang Saham setuju untuk membagi dividen tunai dan pencadangan umum dari laba bersih tahun yang berakhir pada tanggal 31 Desember 2019 masing-masing sebesar Rp 83.958.445.763 dan Rp 354.828.886.676.

Berdasarkan Rapat Umum Pemegang Saham tanggal 29 April 2019, Pemegang Saham setuju untuk membagi dividen tunai dan pencadangan umum dari laba bersih tahun yang berakhir pada tanggal 31 Desember 2018 masing-masing sebesar Rp 130.453.258.000 dan Rp 195.679.885.375.

**31. CASH DIVIDENDS AND GENERAL RESERVE**

Based on the minutes of the Annual General Meeting of Shareholders on July 6, 2020, the shareholders approved to distribute cash dividends and the appropriation for general reserve from the net profit for the year ended December 31, 2019 which amounted to Rp 83,958,445,763 and Rp 354,828,886,676, respectively.

Based on the minutes of the Annual General Meeting of Shareholders on April 29, 2019, the shareholders approved to distribute cash dividends and the appropriation for general reserve from the net profit for the year ended December 31, 2018 which amounted to Rp 130,453,258,000 and Rp 195,679,885,375, respectively.

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**32. KEPENTINGAN NON PENGENDALI**

**32. NON-CONTROLLING INTERESTS**

	2020					
	Saldo Awal/ Beginning Balance	Bagian Laba (Rugi) Neto/ Share in Net Profit (loss)	Bagian Ekuitas/ Share in Equity	Perubahan ekuitas lainnya/ Change in Other Equity	Saldo Akhir/ Ending Balance	
PT Equiport Inti Indonesia	331.690.435	49.724.699	-	-	381.415.134	PT Equiport Inti Indonesia
PT Kaltim Kariangau Terminal	31.673.692.617	3.664.214.663	-	(87.617.167)	35.250.290.113	PT Kaltim Kariangau Terminal
PT Nusantara Terminal Services	406.084.388	165.167.518	-	-	571.251.906	PT Nusantara Terminal Services
<b>Jumlah</b>	<b>32.411.467.440</b>	<b>3.879.106.880</b>	<b>-</b>	<b>(87.617.167)</b>	<b>36.202.957.153</b>	<b>Total</b>

	2019*)					
	Saldo Awal/ Beginning Balance	Bagian Laba (Rugi) Neto/ Share in Net Profit (loss)	Bagian Ekuitas/ Share in Equity	Perubahan ekuitas lainnya/ Change in Other Equity	Saldo Akhir/ Ending Balance	
PT Equiport Inti Indonesia	732.780.154	(401.664.719)	575.000	-	331.690.435	PT Equiport Inti Indonesia
PT Kaltim Kariangau Terminal	28.908.155.717	2.786.619.204	-	(21.082.305)	31.673.692.617	PT Kaltim Kariangau Terminal
PT Nusantara Terminal Services	388.692.458	17.391.930	-	-	406.084.388	PT Nusantara Terminal Services
<b>Jumlah</b>	<b>30.029.628.329</b>	<b>2.402.346.415</b>	<b>575.000</b>	<b>(21.082.305)</b>	<b>32.411.467.440</b>	<b>Total</b>

\*) Disajikan kembali (Catatan 46)

\*) As restated (Note 46)

Ringkasan informasi keuangan pada masing-masing entitas anak Grup sebelum eliminasi intra grup:

Summarized financial information in respect of each of the Group's subsidiaries before intra-group elimination:

	PT Equiport Inti Indonesia		PT Kaltim Kariangau Terminal		PT Nusantara Terminal Services		
	2020	2019	2020	2019	2020	2019	
Aset lancar	83.699.433.192	142.877.263.814	101.245.159.395	94.503.984.235	65.964.912.419	47.013.774.456	Current assets
Aset tidak lancar	5.692.090.892	7.450.018.690	88.271.076.838	102.360.680.418	10.969.702.425	10.941.720.227	Non-current assets
Liabilitas jangka pendek	39.164.278.891	103.145.214.217	37.788.787.362	65.112.515.705	21.106.035.039	9.612.115.105	Current liabilities
Liabilitas jangka panjang	316.177.376	456.282.636	81.226.868.647	29.663.258.389	-	-	Non-current liabilities
Pendapatan	162.679.231.097	256.899.656.556	215.392.599.664	193.381.903.619	185.528.734.395	59.073.164.266	Revenue
Laba tahun berjalan	10.233.161.095	10.692.449.998	13.877.103.912	10.908.637.834	6.028.187.941	513.724.127	Profit for the year
Jumlah penghasilan komprehensif tahun berjalan	-	9.227.663.783	175.234.334	10.866.473.225	-	(513.724.127)	Total comprehensive income for the year
Dividen yang dibayarkan kepada kepentingan nonpengendali	22.930.744	9.996.666	3.259.941.968	2.667.699.713	-	-	Dividends paid to non-controlling interests
Kas masuk (keluar) bersih dari:							Net cash inflow (outflow) from:
Kegiatan Operasi	-7.042.415.915	12.177.682.453	26.753.908.711	73.458.741.816	3.697.652.455	6.230.034.453	Operating activities
Kegiatan Investasi	-3.925.468.678	5.435.603.120	1.872.720.000	35.520.438.043	179.990.909	4.546.816.000	Investing activities
Kegiatan Pendanaan	3.276.160.253	23.172.372.507	18.474.277.788	17.289.803.067	-	10.750.000.000	Financing activities



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**33. PENDAPATAN USAHA**

	2020	2019	
Pelayanan petikemas domestik	1.439.964.525.686	1.427.066.835.709	<i>Domestic container service</i>
Pelabuhan/dermaga/terminal untuk kepentingan sendiri	614.275.700.835	630.705.730.220	<i>Port/pier/terminal for its own benefit</i>
Pelayanan kapal	564.974.003.459	627.565.775.669	<i>Vessel service</i>
Pelayanan non petikemas	226.252.000.737	269.857.733.266	<i>Non-container service</i>
Operasional jasa pelabuhan lainnya	385.985.918.810	194.341.462.161	<i>Other port services operations</i>
Listrik, power plant dan air	40.758.580.967	157.111.548.415	<i>Electricity, power plant and water</i>
Pelayanan logistik/konsolidasi, Distribusi barang non properti investasi	63.401.209.699	116.850.065.614	<i>Logistic/consolidation services, goods distribution and forwarding services</i>
Pemakaian aset non properti investasi	45.014.545.303	57.439.708.884	<i>Use of non-property investment assets</i>
Sewa lahan dan bangunan/ bagian dari bangunan	45.989.743.029	44.136.487.388	<i>Land and building lease/ part of building</i>
Pelayanan petikemas internasional	43.389.764.230	5.426.044.500	<i>International container services</i>
Rupa-rupa	169.216.140.782	130.789.135.733	<i>Miscellaneous</i>
<b>Jumlah</b>	<b><u>3.639.222.133.537</u></b>	<b><u>3.661.290.527.559</u></b>	<b>Total</b>

**34. PENDAPATAN DAN BEBAN KONSTRUKSI**

Pendapatan jasa konsesi merupakan nilai wajar dari jasa konstruksi yang diberikan. Perseroan memberikan jasa konstruksi untuk pembangunan Makassar New Port. Tidak terdapat keuntungan yang diakui oleh Perseroan atas jasa tersebut, disebabkan Perseroan berpendapat bahwa nilai wajar dari jasa konstruksi tersebut mendekati nilai perolehan konstruksinya.

**34. CONSTRUCTION REVENUES AND EXPENSES**

*Service concession revenue represent the fair value of the construction service provided. The Company provided the construction service for constructing Makassar New Port. No margin has been recognized as the Company believes that the fair value of the construction services approximates the construction costs.*

	2020	2019	
Pendapatan konstruksi MNP	<u>252.494.984.469</u>	<u>1.391.094.801.034</u>	<i>Construction revenues of MNP</i>
Biaya konstruksi MNP	<u>252.494.984.469</u>	<u>1.391.094.801.034</u>	<i>Construction expenses of MNP</i>

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**35. BEBAN POKOK**

	2020	2019	
Beban sumber daya pihak ketiga	1.153.771.379.648	991.541.484.001	<i>Third parties resources expense</i>
Beban bahan	275.243.816.544	333.493.896.258	<i>Material expense</i>
Beban penyusutan dan amortisasi (lihat catatan 15 dan 16)	381.736.420.245	320.928.224.026	<i>Depreciation and amortization expense (see Notes 15 and 16)</i>
Beban imbalan kerja jangka pendek	163.835.700.737	222.052.449.022	<i>Short-term employee benefits expenses</i>
Beban umum	140.114.603.434	118.387.718.490	<i>General expense</i>
Beban pemeliharaan dan perbaikan	128.482.328.638	123.418.897.480	<i>Maintenance and repair expense</i>
Beban asuransi	13.509.318.188	12.538.061.051	<i>Insurance expense</i>
Beban administrasi perkantoran	303.348.572	434.193.457	<i>Office administration charges</i>
Beban amortisasi aset hak guna (Catatan 17)	4.352.793.228	-	<i>Amortization expense for use right assets (note 17)</i>
<b>Jumlah</b>	<b>2.261.349.709.234</b>	<b>2.122.794.923.785</b>	<b>Total</b>

**35. COST OF REVENUES**

**36. BEBAN PEMASARAN**

	2020	2019	
Beban imbalan kerja jangka pendek	74.740.012.326	68.152.673.865	<i>Short-term employee benefits expenses</i>
Beban sumber daya pihak ketiga	37.435.916.281	23.273.765.859	<i>Third party resources expense</i>
Beban umum	10.784.488.062	12.378.191.378	<i>General expenses</i>
Beban bahan	5.328.522.812	4.521.020.651	<i>Material expenses</i>
Beban pemeliharaan dan perbaikan	1.269.029.340	1.130.981.595	<i>Maintenance and repair expense</i>
Beban administrasi perkantoran	831.482.267	811.882.350	<i>Office administration charges</i>
Beban asuransi	179.151.384	273.601.643	<i>Insurance expense</i>
Beban penyusutan dan amortisasi (lihat Catatan 15)	139.357.204	43.964.000	<i>Depreciation and amortization expense (see Note 15)</i>
<b>Jumlah</b>	<b>130.707.959.676</b>	<b>110.586.081.341</b>	<b>Total</b>

**36. MARKETING EXPENSES**

**37. BEBAN UMUM DAN ADMINISTRASI**

	2020	2019	
Beban imbalan kerja jangka pendek	323.587.476.958	311.711.213.550	<i>Short-term employee benefits expenses</i>
Beban umum	176.713.055.607	232.436.744.938	<i>General expenses</i>
Beban gaji direksi dan komisaris	79.499.158.193	85.795.194.256	<i>Salaries for directors and commissioners</i>
Beban penyusutan dan amortisasi (lihat Catatan 15 dan 16)	52.217.294.035	68.071.841.906	<i>Depreciation and amortization expense (see Notes 15 and 16)</i>
Beban bahan	51.942.425.738	52.049.783.041	<i>Material expense</i>
Beban administrasi perkantoran	9.560.372.244	9.342.158.107	<i>Office administration charges</i>
Beban imbalan paska kerja	8.268.628.712	22.555.929.100	<i>Post-employee benefits</i>
Beban sumber daya pihak ketiga	6.956.201.243	34.982.450.474	<i>Third party resources expense</i>
Beban asuransi	2.942.514.231	2.675.590.793	<i>Insurance expense</i>
Beban pemeliharaan dan perbaikan	54.717.316.778	59.713.225.627	<i>Maintenance and repair expense</i>
<b>Jumlah</b>	<b>766.404.443.739</b>	<b>879.334.131.792</b>	<b>Total</b>

**37. GENERAL AND ADMINISTRATIVE EXPENSES**

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**38. PENDAPATAN (BEBAN) NON USAHA**

**a. Pendapatan Non Usaha:**

	2020	2019
Pendapatan keuangan	22.325.623.804	65.877.843.318
Pendapatan non usaha lainnya	34.092.939.507	52.307.934.033
Pemulihan cadangan penurunan nilai piutang	548.957.652	5.869.094.150
Pendapatan denda/klaim/pinalti	4.480.736.997	5.697.867.052
Pendapatan materai	2.487.374.802	2.421.809.967
Pendapatan administrasi tender	322.833.000	946.400.000
Keuntungan penjualan aset	1.966.625.232	144.068.523
Pendapatan penjualan blanko cetakan	162.031.880	133.994.000
Keuntungan perubahan selisih kurs	13.095.995.575	-
<b>Jumlah</b>	<b>79.483.118.449</b>	<b>133.399.011.043</b>

**38. NON OPERATING INCOME (EXPENSE)**

**a. Non Operating Income:**

Financial revenue
Other non-operating income
Recovery of receivable impairment reserves
Fines income/claims/penalties
Stamp duty
Tender administration revenue
Gain on sale of assets
Printed blanko sales income
Gain on foreign exchange

**b. Beban Non Usaha:**

	2020	2019
Beban denda dan kurang bayar pajak	3.921.435.665	30.413.764.526
Kerugian perubahan selisih kurs	-	4.020.147.091
Beban non usaha lainnya	15.196.670.984	1.288.341.504
Beban denda/klaim/pinalti	1.394.698.766	1.029.761.495
Beban penjualan aset	553.908.557	791.241.686
Beban materai	341.571.017	343.722.997
Beban penurunan nilai aset	1.257.000.000	224.359.309
<b>Jumlah</b>	<b>22.665.284.989</b>	<b>38.111.338.608</b>

**b. Other Expenses:**

Fines and underpaid taxes
Foreign exchange loss
Other operating expenses
Load fines/claims/penalties
Expense of selling assets
Stamp duty
Expense of asset impairment

**c. Beban Keuangan:**

	2020	2019
Beban bunga obligasi	136.802.985.043	92.654.543.657
Beban bunga pinjaman	3.547.148.446	4.736.530.384
Beban keuangan lainnya	2.270.775.893	1.643.656.800
Beban amortisasi penerbitan obligasi	806.801.424	806.801.424
Beban jasa administrasi bank	2.033.080.739	794.891.620
<b>Jumlah</b>	<b>145.460.791.545</b>	<b>100.636.423.885</b>

**c. Financial Expenses:**

Bond interest expense
Loan interest expense
Other financial expenses
Bond issuance amortization expense
Expenses of bank administration services

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**39. LABA BERSIH PER SAHAM DASAR**

Laba bersih per saham dasar dihitung dengan membagi laba tahun berjalan yang dapat diatribusikan kepada pemilik entitas induk dengan rata-rata tertimbang jumlah saham yang beredar pada tahun yang bersangkutan.

	2020	2019
Laba tahun berjalan yang dapat diatribusikan kepada pemilik entitas induk	279.970.726.956	383.263.999.158
Rata-rata tertimbang jumlah saham biasa yang beredar	3.112.085	3.112.085
<b>Laba bersih per saham dasar</b>	<b>89.962</b>	<b>123.153</b>

**39. BASIC EARNINGS PER SHARE**

*Basic earnings per share is computed by dividing net income to the owner in atribusikan parent entity by the weighted average number of shares outstanding during the year.*

*Profit current year attributable to owners of the parent entity  
Weighted average number of common shares*

*Basic earnings per share*

**40. SEGMENT OPERASI**

Perseroan mengklasifikasikan aktivitas usahanya menjadi 2 segmen usaha yang terdiri dari :

1. Segmen kepelabuhanan, meliputi pelayanan kapal, pelayanan barang, fasilitas alat, terminal bongkar muat, terminal petikemas, perusahaan tanah bangunan dan listrik, serta rupa-rupa usaha.
2. Segmen non kepelabuhanan, meliputi jasa pemeliharaan alat berat, konstruksi bangunan, jasa tenaga kerja, bongkar muat barang dan forwarding.

**40. OPERATING SEGMENT**

*The Company classifies its business activities into 2 business segments consisting of:*

1. *Port segments, including ship services, goods services, equipment facilities, loading and unloading terminals, container terminals, building and electricity business, and miscellaneous businesses.*
2. *The non-port segment includes heavy equipment maintenance services, building construction, labor services, loading and unloading of goods and forwarding.*

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**40. SEGMENT OPERASI (Lanjutan)**

**40. OPERATING SEGMENT (continued)**

**Informasi Segmen Operasi – 31 Desember 2020**

**Information of Operating Segment –  
December 31, 2020**

	31 Desember/December 31, 2020				
	Pelabuhan Port	Non Pelabuhan Non Port	Eliminasi/ Elimination		Konsolidasian/ Consolidated
				Rp	
<b>Pendapatan</b>				<b>Revenues</b>	
Penjualan kepada Pihak Eksternal	3.495.660.730.504	143.561.403.033	-	3.639.222.133.537	External Sales
Penjualan antar segmen	40.043.272.653	204.842.017.008	(244.885.289.661)	-	Inter-segment Sales
<b>Jumlah Pendapatan</b>	<b>3.535.704.003.157</b>	<b>348.403.420.041</b>	<b>(244.885.289.661)</b>	<b>3.639.222.133.537</b>	<b>Total Revenues</b>
Beban pokok pendapatan	(2.145.887.087.837)	(311.260.701.946)	195.798.080.549	(2.261.349.709.234)	Cost of revenues
Pendapatan non usaha	132.855.412.721	12.031.485.112	(65.403.779.384)	79.483.118.449	Net operating income
Beban pemasaran	(138.918.493.496)	(4.067.089.426)	12.277.623.246	(130.707.959.676)	Marketing expenses
Beban umum dan administrasi	(814.678.885.685)	(22.711.268.038)	70.985.709.984	(766.404.443.739)	General and administrative expenses
Beban non usaha	(27.071.615.972)	(869.457.097)	5.275.788.080	(22.665.284.989)	Non operating expenses
Beban keuangan	(144.311.615.916)	(1.277.500.021)	128.324.392	(145.460.791.545)	Finance cost
Rugi Sebelum Pajak	(3.138.012.286.185)	(328.154.531.416)	-	392.117.062.803	Loss before Tax
Beban pajak	(103.539.889.923)	(4.814.956.211)	-	(108.354.846.134)	Tax benefit expense
Keuntungan bersih periode berjalan				<u>283.762.216.669</u>	Profit for the year
Didistribusikan kepada					Atributable to :
Pemilik Entitas Induk				279.970.726.956	Owners of the company
Keperentingan non pengendali				<u>3.791.489.713</u>	Non-controlling interest
Jumlah Laba Konsolidasian				<u>283.762.216.669</u>	Total Consolidated Profit
<b>Aset segmen</b>	<b>10.486.658.714.942</b>	<b>9.292.189.287</b>	<b>-</b>	<b>10.495.950.904.229</b>	<b>Segment Assets</b>
Liabilitas Segmen	4.431.132.704.105	972.375.197	(2.968.636.365)	4.429.136.442.937	Segment Liabilities
Liabilitas yang tidak dapat dialokasikan	1.288.734.380.465	49.708.626.968	(120.076.612.435)	1.218.366.394.998	Unallocated Liabilities
Jumlah Liabilitas yang dikonsolidasikan	5.719.867.084.570	50.681.002.165	(123.045.248.800)	<u>5.647.502.837.935</u>	Total Consolidated Liabilities
<b>Informasi lainnya</b>					<b>Other information</b>
Penambahan pada aset tetap dan aset tidak berwujud				<u>254.656.618.097</u>	Addition to property and equipment and intangible assets
Beban penyusutan dan amortisasi				<u>434.093.071.484</u>	Depreciation and amortization expense
Amortisasi biaya emisi obligasi				<u>3.801.275.973</u>	Amortization on bond issuance cost



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**40. SEGMENT OPERASI (Lanjutan)**

**40. OPERATING SEGMENT (Continued)**

**Informasi Segmen Operasi - Tahun 2019**

**Information of Operating Segment - Year 2019**

		31 Desember/December 31, 2019			
		Rp			
	Pelabuhan Port	Non Pelabuhan Non Port	Eliminasi/ Elimination	Konsolidasian/ Consolidated	
<b>Pendapatan</b>					<b>Revenues</b>
Penjualan kepada Pihak Eksternal	3.489.533.622.499	171.756.905.060	-	3.661.290.527.559	External Sales
Penjualan antar segmen	22.642.312.576	144.238.627.403	(166.880.939.979)	-	Inter-segment Sales
<b>Jumlah Pendapatan</b>	<b>3.512.175.935.075</b>	<b>315.995.532.463</b>	<b>(166.880.939.979)</b>	<b>3.661.290.527.559</b>	<b>Total Revenues</b>
Beban pokok pendapatan	(1.994.886.170.930)	(278.670.738.670)	150.761.985.815	(2.122.794.923.785)	Cost of revenues
Pendapatan non usaha	200.006.615.496	1.761.519.653	(68.369.124.106)	133.399.011.043	Net operating income
Beban pemasaran	(112.556.432.752)	(2.780.017.352)	4.750.368.763	(110.586.081.341)	Marketing expenses
Beban umum dan administrasi	(895.682.583.744)	(25.044.635.803)	41.393.087.755	(879.334.131.792)	General and administrative expenses
Beban non usaha	(44.342.478.479)	(301.547.121)	6.532.686.992	(38.111.338.608)	Non operating expenses
Beban keuangan	(100.421.199.256)	(215.224.629)	-	(100.636.423.885)	Finance cost
Rugi Sebelum Pajak	(2.947.882.249.665)	(305.250.643.922)	-	543.226.639.191	Loss before Tax
Beban pajak	(154.505.460.313)	(3.075.340.609)	-	(157.580.800.922)	Tax benefit expense
Keuntungan bersih periode berjalan				<u>385.645.838.267</u>	Profit for the year
Didistribusikan kepada					Attributable to :
Pemilik Entitas Induk				311.491.670.875	Owners of the company
Kepentingan non pengendali				<u>2.381.839.111</u>	Non-controlling interest
Jumlah Laba Konsolidasian				<u>313.873.509.986</u>	Total Consolidated Profit
<b>Aset segmen</b>	<b>9.254.110.505.836</b>	<b>11.161.308.249</b>	<b>-</b>	<b>9.265.271.814.085</b>	<b>Segment Assets</b>
Liabilitas Segmen	3.032.994.106.746	962.747.166	-	3.033.956.853.912	Segment Liabilities
Liabilitas yang tidak dapat dialokasikan	1.303.894.447.685	224.084.444.186	(111.697.006.420)	1.416.281.885.451	Unallocated Liabilities
Jumlah Liabilitas yang dikonsolidasikan	<u>4.336.888.554.431</u>	<u>225.047.191.352</u>	<u>(111.697.006.420)</u>	<u>4.450.238.739.363</u>	Total Consolidated Liabilities
<b>Informasi lainnya</b>					<b>Other information</b>
Penambahan pada aset tetap dan aset tidak berwujud				<u>1.804.011.970.313</u>	Addition to property and equipment and intangible assets
Beban penyusutan dan amortisasi				<u>389.044.029.932</u>	Depreciation and amortization expense
Amortisasi biaya emisi obligasi				<u>4.608.077.397</u>	Amortization on bond issuance cost

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**41. SALDO TRANSAKSI DENGAN PIHAK BERELASI**

**41. BALANCES OF  
TRANSACTIONS**

**RELATED PARTY**

	31Desember/ December 31	31Desember/ December 31,	Persentase (%) terhadap Jumlah Aset/ Percentage of Total Assets		
	2020	2019	2020	2019	
<b>Bank</b>					<b>Bank</b>
Rupiah	134.583.133.573	75.475.056.098	1,14%	0,72%	Rupiah
Valuta Asing	7.933.311.774	6.182.607.123	0,07%	0,06%	Foreign currency
<b>Jumlah Setara Kas</b>	<b>142.516.445.347</b>	<b>81.657.663.221</b>	<b>1,21%</b>	<b>0,78%</b>	<b>Cash Equivalent Total</b>
<b>Deposito</b>					<b>Time deposit</b>
Rupiah	495.700.000.000	380.457.500.000	4,21%	3,61%	Rupiah
Valuta Asing	35.262.500.000	-	0,30%	0,00%	Foreign currency
<b>Jumlah Deposito</b>	<b>530.962.500.000</b>	<b>380.457.500.000</b>	<b>4,51%</b>	<b>3,61%</b>	<b>Total Time deposit</b>
<b>Jumlah (Catatan 6)</b>	<b>673.478.945.347</b>	<b>462.115.163.221</b>	<b>5,72%</b>	<b>4,39%</b>	<b>Total (Note 6)</b>
<b>Piutang Usaha</b>					<b>Trade Receivables</b>
Instansi Pemerintah	244.171.586	113.435.897	0,00%	0,01%	Government Institutions
BUMN/BUMD:					BUMN/BUMD:
PT Djakarta Lloyd (Persero)	3.383.976.050	3.373.254.332	0,03%	0,03%	PT Djakarta Lloyd (Persero)
PT Pelni (Persero)	2.820.282.896	6.266.037.926	0,02%	0,06%	PT Pelni (Persero)
PT Pembangkit Jawa Bali	764.829.325	2.945.228.679	0,01%	0,03%	PT Pembangkit Jawa Bali
PT Semen Tonasa (Persero)	525.972.944	2.1594.375	0,00%	0,00%	PT Semen Tonasa (Persero)
PT Perikanan Nusantara (Persero)	444.119.250	-	0,00%	0,00%	PT Perikanan Nusantara (Persero)
PT Pertamina (Persero)	382.678.588	5.949.817.715	0,00%	0,06%	PT Pertamina (Persero)
TNI Angkatan Laut	222.084.895	1.084.738.912	0,00%	0,00%	TNI Angkatan Laut
PT Bank Mandiri (Persero) Tbk	157.517.822	-	0,00%	0,00%	PT Bank Mandiri (Persero) Tbk
PT Bhanda Ghara Reksa	57.373.225	165.090.605	0,00%	0,00%	PT Bhanda Ghara Reksa
Perusda - Aneka Usaha dan Jasa	11.924.750	159.025.000	0,00%	0,00%	Perusda - Aneka Usaha dan Jasa
PT Waskita Karya (Persero) Tbk	-	117.874.616	0,00%	0,00%	PT Waskita Karya (Persero) Tbk
PT Wijaya Karya (Persero) Tbk	-	5.619.896.574	0,00%	0,05%	PT Wijaya Karya (Persero) Tbk
Lain-lain					Others
(dibawah Rp100 Juta)	720.384.641	23.207.608.824	0,01%	0,22%	(below Rp100 Million)
<b>Sub Jumlah</b>	<b>9.738.315.972</b>	<b>50.023.603.455</b>	<b>0,08%</b>	<b>0,47%</b>	<b>Sub Total</b>
Cadangan kerugian kredit bersih	(5.504.010.433)	(3.492.689.122)	-0,05%	-0,03%	Allowance for credit losses nett
<b>Jumlah (Catatan 7)</b>	<b>4.234.305.539</b>	<b>46.530.914.333</b>	<b>0,08%</b>	<b>0,46%</b>	<b>Total (Note 7)</b>
<b>Aset Keuangan Lancar</b>					<b>Other Current</b>
<b>Lancar Lainnya:</b>					<b>Financial Assets:</b>
PT Pengerukan					PT Pengerukan
Indonesia (Persero)	-	3.009.000.000	0,00%	0,03%	Indonesia (Persero)
Sekretariat Bersama-PT Pelindo I s.d. IV	2.230.403.180	2.230.403.180	0,02%	0,02%	Joint Secretariat PT Pelindo I s.d. IV
Piutang Pegawai	60.971.185	1.093.322.754	0,00%	0,01%	Employee
<b>Jumlah (Catatan 8)</b>	<b>2.291.374.365</b>	<b>6.332.725.934</b>	<b>0,02%</b>	<b>0,06%</b>	<b>Total (Note 8)</b>
<b>Utang Usaha:</b>					<b>Trade Accounts Payable:</b>
PT Pertamina (Persero)	20.944.416.351	40.1874.958	0,18%	0,00%	PT Pertamina (Persero)
PT Brantas Abipraya (Persero)	12.541.378.761	24.855.813.015	0,11%	0,24%	PT Brantas Abipraya (Persero)
PT Sucofindo (Persero)	2.184.800.000	-	0,02%	0,00%	PT Sucofindo (Persero)
KSOP	13.110.409.557	-	0,01%	0,00%	KSOP
KUPP	1.153.067.000	-	0,01%	0,00%	KUPP
PT Virama Karya (Persero)	1.024.274.160	-	0,01%	0,00%	PT Virama Karya (Persero)
PT PLN (Persero)	976.449.000	976.449.000	0,01%	0,01%	PT PLN (Persero)
PT Pelabuhan Indonesia III Persero	925.000.000	925.000.000	0,01%	0,01%	PT Pelabuhan Indonesia III Persero
PT Telekomunikasi Indonesia (Persero) Tbk	824.889.510	-	0,01%	0,00%	PT Telekomunikasi Indonesia (Persero) Tbk
PT PP (Persero) Tbk	599.724.720	-	0,01%	0,00%	PT PP (Persero) Tbk
PT Pelabuhan Indonesia II Persero	593.535.938	593.535.938	0,01%	0,01%	PT Pelabuhan Indonesia II Persero
PT Wijaya Karya (Persero)	7.394.545	7.394.545	0,00%	0,00%	PT Wijaya Karya (Persero)
PT BKI (Persero)	-	1.770.915.860	0,00%	0,02%	PT BKI (Persero)
PT Adhi Karya (Persero) Tbk	-	25.672.457.821	0,00%	0,24%	PT Adhi Karya (Persero) Tbk
PT Yodya Karya (Persero)	-	328.843.637	0,00%	0,00%	PT Yodya Karya (Persero)
Lain-lain (dibawah Rp500 Juta)	5.059.421.926	4.703.943.945	0,04%	0,04%	Others (below Rp 500 Million)
<b>Jumlah (Catatan 20)</b>	<b>48.144.761.468</b>	<b>60.236.228.719</b>	<b>0,41%</b>	<b>0,57%</b>	<b>Total (Note 20)</b>

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**41. SALDO TRANSAKSI DENGAN PIHAK BERELASI (Lanjutan)**

**41. BALANCES OF RELATED PARTY TRANSACTIONS (Continued)**

	31Desember/ December 31, 2020	31Desember/ December 31, 2019	Persentase (%) terhadap Jumlah Aset/ Percentage of Total Assets		
			2020	2019	
<b>Liabilitas Keuangan Jangka Pendek Lainnya:</b>					<b>Other Short-Term Financial Liability:</b>
PNBP	-	5.164.073.327	0,00%	0,05%	PNBP
Uang Persekot Uper)	10.863.271.570	9.312.908.119	0,09%	0,09%	Cash Advance
Uang Titipan (UTip)	79.059.689.880	74.495.223.102	0,66%	0,71%	Deposits Money
<b>Jumlah (Catatan 20)</b>	<b>89.922.961.450</b>	<b>88.972.204.548</b>	<b>0,76%</b>	<b>0,84%</b>	<b>Total (Note 20)</b>
<b>Pinjaman Bank:</b>					<b>Bank Loans:</b>
Rupiah					Rupiah
PT Bank Mandiri (Persero) Tbk	469.325.333.312	-	3,94%	0,00%	PT Bank Mandiri (Persero) Tbk
PT Bank Negara Indonesia (Persero), Tbk	469.325.333.312	-	3,94%	0,00%	PT Bank Negara Indonesia (Persero), Tbk
PT Bank Rakyat Indonesia (Persero), Tbk	25.901.022.556	37.855.416.408	0,22%	0,36%	PT Bank Rakyat Indonesia (Persero), Tbk
<b>Jumlah (Catatan 23)</b>	<b>964.551.689.180</b>	<b>37.855.416.408</b>	<b>0,22%</b>	<b>0,36%</b>	<b>Total (Note 23)</b>

**Remunerasi Personel Manajemen Kunci**

**Key management personnel remuneration**

Total gaji dan imbalan kerja jangka pendek lainnya yang dibayarkan dan diakrualkan untuk Dewan Komisaris dan Direksi Perseroan adalah sebesar Rp 34.307.895.062 dan Rp 29.796.888.882 masing-masing untuk periode 31 Desember 2020 dan 2019.

Total salaries and other short-term benefits paid to and accrued for the Company's Board of Commissioners and Board of Directors amounted to Rp 34,307,895,062 and Rp 29,796,888,882 for December 31, 2020 and 2019.

Sifat hubungan dan jenis transaksi yang material dengan pihak berelasi dengan rincian sebagai berikut:

Nature of relationships and material transactions with related parties are as follows:

No.	Pihak-pihak Berelasi/ Related Parties	Sifat Hubungan/ Type of Relationship	Transaksi/ Transactions
1	PT Bank Mandiri (Persero) Tbk	Institusi keuangan yang dikendalikan pemerintah R./ Financial institution controlled by The Government R. I	Giro/ Bank Account Pinjaman Bank/ Bank Loan
2	PT Bank BRI (Persero) Tbk	Institusi keuangan yang dikendalikan pemerintah R./ Financial institution controlled by The Government R. I	Giro/ Bank Account Pinjaman Bank/ Bank Loan
3	PT Bank Negara Indonesia (Persero) Tbk	Institusi keuangan yang dikendalikan pemerintah R./ Financial institution controlled by The Government R. I	Giro/ Bank Account Pinjaman Bank/ Bank Loan
4	PT PLN (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
5	PT Djakarta Lloyd (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
6	PT Peln (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
7	PT Semen Tonasa (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable

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**41. SALDO TRANSAKSI DENGAN PIHAK BERELASI  
(Lanjutan)**

**41. BALANCES OF RELATED PARTY  
TRANSACTIONS (Continued)**

No.	Pihak-pihak Berelasi/ Related Parties	Sifat Hubungan/ Type of Relationship	Transaksi/ Transactions
8	PT Pertamina (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
9	PT Perikanan Nusantara (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
10	PT Waskita Karya (Persero) Tbk	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
11	PT Bhandha Ghara Rekza (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
12	Pembangkit Jawa Bali	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
13	Perusda- Aneka Usaha dan Jasa	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
14	TNI Angkatan Laut	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Piutang Usaha/ Account Receivable
15	PT Pembangunan Perumahan (Persero) Tbk	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Utang Usaha/ Account Payable
16	Instansi Pemerintah (misal, Kantor Syahbandar Operasi Pelabuhan / KSOP, Ditjen. Bea & Cukai, dan Karantina)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Utang Usaha/ Account Payable
17	PT Pelabuhan Indonesia II (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Utang Usaha/ Account Payable
18	PT Pelabuhan Indonesia III (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Utang Usaha/ Account Payable
19	PT Telekomunikasi Indonesia (Persero) Tbk	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Utang Usaha/ Accounts Payable
20	PT Wijaya Karya (Persero) Tbk	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Utang Usaha/ Accounts Payable
21	PT Brantas Adipraya (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Utang Usaha/ Accounts Payable
22	PT Sucofindo (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Utang Usaha/ Accounts Payable
23	PT Virama Karya (Persero)	Entitas Lainnya yang dikendalikan oleh Pemerintah R./ Other entities controlled by the Government of the R. I	Utang Usaha/ Accounts Payable

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**42. ASET DAN LIABILITAS MONETER DALAM MATA UANG ASING**

Saldo aset dan liabilitas dalam mata uang asing sebagai berikut:

	2020		
	<u>Mata Uang Asing/ Foreign Currency</u>	<u>Jumlah/ Total</u>	<u>Ekuivalen Rupiah/ Rupiah Equivalent</u>
<b>Aset:</b>			
Kas dan Setara Kas			
Pihak Berelasi	Dollar AS	3.062.447	43.195.811.832
Piutang Usaha			
Pihak Ketiga	Dollar AS	43.964	620.112.220
<b>Jumlah Aset</b>		<u>3.106.411</u>	<u>43.815.924.052</u>

	2019		
	<u>Mata Uang Asing/ Foreign Currency</u>	<u>Jumlah/ Total</u>	<u>Ekuivalen Rupiah/ Rupiah Equivalent</u>
<b>Aset:</b>			
Kas dan Setara Kas			
Pihak Berelasi	Dollar AS	444.760	6.182.607.123
<b>Jumlah Aset</b>		<u>444.760</u>	<u>6.182.607.123</u>

Jumlah tersebut merupakan transaksi nilai mata uang asing dengan kurs tengah Bank Indonesia pada setiap tanggal yang bersangkutan.

**42. ASSETS AND LIABILITIES IN FOREIGN CURRENCY**

Assets and liabilities in foreign currencies were as follow:

<b>Assets:</b>
Cash and Cash Equivalents
Related Parties
Account Receivable
Third Parties
<b>Total Assets</b>

<b>Assets:</b>
Cash and Cash Equivalents
Related Parties
<b>Total Assets</b>

The amount represents the value of the foreign currency transaction of the Bank Indonesia middle rate on the date in question.

**43. INSTRUMEN KEUANGAN: INFORMASI RISIKO KEUANGAN**

**a. Tujuan dan Kebijakan Manajemen Risiko Keuangan**

Tujuan dan kebijakan manajemen risiko keuangan Perseroan untuk memastikan bahwa sumber daya keuangan yang memadai tersedia untuk operasi dan pengembangan bisnis, serta untuk mengelola risiko mata uang asing, tingkat suku bunga, kredit dan risiko likuiditas. Perseroan beroperasi dengan pedoman yang telah ditentukan oleh Dewan Direksi.

Risiko kerugian yang terkait dengan potensi penyimpangan hasil dari transaksi dan instrumen keuangan (suku bunga, nilai tukar, komoditas dan ekuitas) maupun dari pengelolaan keuangan Perseroan (likuiditas, akuntansi, kredit dan pinjaman serta permodalan, piutang dan pajak) yang disebabkan oleh faktor internal maupun oleh faktor eksternal Perseroan.

**43. FINANCIAL INSTRUMENTS: FINANCIAL INFORMATION RISK**

**a. Objectives and Financial Risk Management Policy**

The objectives and financial risk management policies of the Group are to ensure that adequate financial resources are available for business operations and development, as well as to manage foreign currency risk, interest rate, credit and liquidity risk. The Group operates according to the guidelines set by the Board of Directors.

The risk of loss related to potential deviations result from transactions and financial instruments (interest rates, exchange rates, commodity and equity) as well as of financial management (liquidity, accounting, credit and loans and equities, debt and taxes) are caused by internal factors and by external factors.



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**43. INSTRUMEN KEUANGAN: INFORMASI RISIKO  
KEUANGAN (Lanjutan)**

**a. Tujuan dan Kebijakan Manajemen Risiko  
Keuangan (lanjutan)**

Bisnis Perseroan mencakup aktivitas pengambilan risiko dengan sasaran tertentu dengan pengelolaan yang profesional. Fungsi utama dari manajemen risiko Perseroan adalah untuk mengidentifikasi seluruh risiko kunci, mengukur risiko-risiko ini dan mengelola posisi risiko.

Tujuan Perseroan dalam mengelola risiko keuangan adalah untuk mencapai keseimbangan yang sesuai antara risiko dan tingkat pengembalian dan meminimalisasi potensi efek memburuknya kinerja keuangan Perseroan.

Khususnya dalam rangka untuk mengelola risiko keuangan secara efektif, Direksi Perseroan telah melaksanakan beberapa strategi untuk pengelolaan risiko keuangan, yang sejalan dengan tujuan Perseroan, antara lain;

- Meminimalkan tingkat suku bunga, mata uang dan risiko pasar untuk semua jenis transaksi.
- Perseroan dapat berinvestasi dalam saham atau instrumen serupa hanya dalam hal terjadi kelebihan likuiditas yang bersifat sementara, dan transaksi tersebut harus disahkan oleh Dewan Komisaris.

Dalam menjalankan aktivitas operasi, investasi, dan pendanaan, Perseroan menghadapi resiko keuangan yaitu risiko mata uang asing, risiko kredit, risiko likuiditas dan risiko pasar dan mendefinisikan risiko-risiko sebagai berikut:

**Risiko Mata Uang Asing**

Perseroan terekspos pengaruh fluktuasi nilai tukar mata uang asing terutama karena transaksi yang didenominasi dalam mata uang asing seperti kas dan setara kas dan piutang usaha yang didenominasi dalam mata uang asing

Pada tanggal 31 Desember 2020, jika nilai tukar rupiah terhadap mata uang asing menurun/ meningkat sebesar 4% dengan semua variable tetap, pendapatan sebelum pajak untuk tahun yang berakhir pada tanggal 31 Desember 2020 sebesar Rp 22.728 lebih rendah/tinggi, terutama sebagai akibat kerugian/keuntungan translasi kas dan setara kas dan piutang.

**43. FINANCIAL INSTRUMENTS: FINANCIAL  
INFORMATION RISK (Continued)**

**a. Objectives and Financial Risk Management  
Policy (continued)**

The Group business includes risk-taking activities with specific target with professional management. The main function of the Group's corporate risk management is to identify all key risks, quantify these risks and manage risk positions.

The Group goal is to manage the financial risks to achieve an appropriate balance between risk and return and minimize the potential effects of the deteriorating financial performance.

Especially in order to effectively manage financial risks, Directors of the Group has implemented several strategies for managing financial risk, which is in line with corporate objectives, among others;

- Minimize the interest rate, currency and market risks for all types of transactions.
- The Group may invest in shares or similar instruments only in the event of excess liquidity is temporary, and the transaction must be approved by the Board of Commissioners.

In carrying out the operating, investing, and financing activities, the Group faces financial risks, namely credit risk, liquidity risk and market risk and define these risks as follows:

**Foreign currency risk management**

The Group is exposed to the effect of foreign currency exchange rate fluctuation mainly because of foreign currency denominated transactions such as cash and cash equivalent, and account receivable denominated in foreign currencies.

As a December 31, 2020 had the exchange rate of Rupiah against the foreign currency depreciated/appreciated by 4% with all other variables held constant, income before tax for December 31, 2020 would have been Rp 22,728 lower/higher, mainly as a results of foreign exchange losses/gain on translation of cash and cash equivalent and account receivables.

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**43. INSTRUMEN KEUANGAN: INFORMASI RISIKO  
KEUANGAN (Lanjutan)**

**a. Tujuan dan Kebijakan Manajemen Risiko  
Keuangan (Lanjutan)**

**Risiko Kredit**

Risiko kredit adalah risiko kerugian keuangan yang timbul jika pelanggan Perseroan gagal memenuhi kewajiban kontraktual kepada Perseroan.

Risiko kredit Perseroan terutama melekat pada rekening bank dan deposito yang ditempatkan pada bank, piutang usaha dan piutang lain-lain. Risiko kredit atas kas dan dana yang ditempatkan pada bank tidak signifikan karena Perusahaan dan entitas anak menempatkan dana tersebut pada institusi keuangan yang layak serta terpercaya, Piutang usaha dan piutang lain-lain diberikan kepada pihak berelasi, pihak ketiga yang layak dan terpercaya.

Eksposur risiko kredit terhadap aset, pada laporan posisi keuangan konsolidasian adalah sebagai berikut :

	<b>31 Desember/ December 31</b>		
	<b>2020</b>	<b>2019</b>	
<b>Aset Keuangan</b>			<b>Financial Assets</b>
Kas dan setara kas	698.368.663.081	495.527.498.911	<i>Cash and cash equivalent</i>
Piutang Usaha- Net	131.639.791.086	240.588.959.655	<i>Trade Account Receivables- Net</i>
Piutang Lain-lain - Net	12.657.691.324	18.898.656.982	<i>Other account receivables - Net</i>
<b>Jumlah</b>	<b>842.666.145.491</b>	<b>755.015.115.548</b>	<b>Total</b>

**Risiko Likuiditas**

Risiko likuiditas adalah risiko kerugian yang timbul karena Grup tidak memiliki arus kas yang cukup untuk memenuhi liabilitasnya.

Dalam pengelolaan risiko likuiditas, Manajemen memantau dan menjaga jumlah kas dan setara kas yang dianggap memadai untuk membiayai operasional Grup untuk mengatasi dampak evaluasi berkala atas proyeksi arus kas dan arus kas aktual, termasuk jadwal jatuh tempo utang, dan terus mendapatkan sumber pendanaan yang optimal.

Rincian jatuh tempo liabilitas keuangan yang dimiliki sebagai berikut:

**43. FINANCIAL INSTRUMENTS: FINANCIAL  
INFORMATION RISK (Continued)**

**a. Objectives and Financial Risk Management  
Policy (Continued)**

**Credit Risk**

*Credit risk is the risk of financial losses incurred if the customer fails to meet the Company's contractual obligations to the Company.*

*The Group credit risk is primarily attributed to its bank balances and deposits and placed in banks, trade and other accounts receivable. Credit risk on cash and funds held in banks is limited because the Group place such funds with credit worthy financial institutions, Trade and other receivables are entered with respected and credit worthy related parties, third parties and related companies.*

*Credit risk exposure relating to assets in the consolidated statements of financial positions is as follows :*

**Liquidity Risk**

*Liquidity risk is the risk of loss arising because the Group does not have sufficient cash flow to meet its liability.*

*In managing liquidity risk, management monitors and maintains the amount of cash and cash equivalents deemed adequate to finance the operations of the Group to overcome the impact of periodic evaluations of actual cash flow and cash flow projections, including debt maturity schedules, and continuous funding sources. optimal.*

*Details of the maturity of the financial liabilities held are as follows:*

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**43. INSTRUMEN KEUANGAN: INFORMASI RISIKO KEUANGAN (Lanjutan)**

**43. FINANCIAL INSTRUMENTS: FINANCIAL INFORMATION RISK (Continued)**

**a. Tujuan dan Kebijakan Manajemen Risiko Keuangan (lanjutan)**

**a. Objectives and Financial Risk Management Policy (continued)**

**Risiko Likuiditas (Lanjutan)**

**Liquidity Risk (Continued)**

	2020				
	Kurang dari 3 Bulan/ Less than 3 Months	3 Bulan s.d 1 tahun/ 3 Months to 1 year	Lebih dari 1 Tahun/ Over 1 Year	Jumlah/ Total	
Tanpa bunga					<b>Non-interest bearing</b>
Utang Usaha	185.258.316.665	38.249.679.516	55.408.160.503	278.916.156.684	Accounts Payable
Beban Akrua	297.324.373.499	31.994.469.052	-	329.318.842.551	Accrual Expenses
Liabilitas keuangan Jangka pendek lainnya	-	79.059.689.880	-	79.059.689.880	Other Current Financial Liabilities
Tingkat bunga variabel					<b>Variable interest rate</b>
Utang Bank	-	14.082.832.777	1.531.246.014.940	1.545.328.847.717	Bank Loan
Tingkat bunga tetap					<b>Fixed interest rate</b>
Utang Obligasi	-	67.932.500.000	3.611.392.500.000	3.679.325.000.000	Bonds Payable
<b>Jumlah</b>	<b>482.582.690.164</b>	<b>231.319.171.225</b>	<b>5.198.046.675.443</b>	<b>5.911.948.536.832</b>	<b>Total</b>
	2019				
	Kurang dari 3 Bulan/ Less than 3 Months	3 Bulan s.d 1 tahun/ 3 Months to 1 year	Lebih dari 1 Tahun/ Over 1 Year	Jumlah/ Total	
Tanpa bunga					<b>Non-interest bearing</b>
Utang Usaha	468.434.580.769	11.903.888.731	25.235.155.226	505.573.624.726	Accounts Payable
Beban Akrua	339.556.669.439	-	-	339.556.669.439	Accrual Expenses
Liabilitas keuangan Jangka pendek lainnya	-	74.495.223.102	-	74.495.223.102	Other Current Financial Liabilities
Tingkat bunga variabel					<b>Variable interest rate</b>
Utang Bank	3.944.183.013	11.384.397.522	28.938.695.787	44.267.276.321	Bank Loan
Tingkat bunga tetap					<b>Fixed interest rate</b>
Utang Obligasi	-	67.932.500.000	3.951.055.000.000	4.018.987.500.000	Bonds Payable
<b>Jumlah</b>	<b>811.935.433.221</b>	<b>165.716.009.355</b>	<b>4.005.228.851.013</b>	<b>4.982.880.293.588</b>	<b>Total</b>

**Risiko Tingkat Suku Bunga**

**Interest Rate Risk**

Risiko tingkat suku bunga arus kas adalah resiko dimana arus kas masa depan dari satu instrumen keuangan berfluktuasi karena perubahan suku bunga pasar.

Interest rate risk is the risk that the cash flow of future cash flows of a financial instrument fluctuates due to changes in market interest rates.

Perseroan memiliki pinjaman jangka pendek dan jangka panjang dengan bunga mengambang. Perseroan akan memonitor secara ketat pergerakan suku bunga di pasar dan apabila suku bunga mengalami kenaikan yang signifikan maka Perseroan akan menegosiasikan suku bunga tersebut dengan pemberi pinjaman.

The Group has short-term and long-term loans with floating interest rates. The Group will closely monitor the movement of interest rates on the market and if the interest rate has increased significantly, the Group will negotiate the interest rate with the lender.

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KEUANGAN (Lanjutan)**

**b. Nilai Wajar Instrumen Keuangan**

Aset keuangan dan liabilitas keuangan yang diukur pada nilai wajar dalam laporan posisi keuangan konsolidasian dikelompokkan ke dalam tiga tingkat hirarki nilai wajar. Tiga tingkat hirarki didefinisikan berdasarkan pengamatan input signifikan untuk pengukuran, sebagai berikut:

- Tingkat 1: harga kuotasi (tidak disesuaikan) di pasar aktif untuk aset atau liabilitas yang identik
- Tingkat 2: input selain harga kuotasi yang termasuk dalam Tingkat 1 yang dapat diobservasi untuk aset atau liabilitas, baik secara langsung maupun tidak langsung
- Tingkat 3: input yang tidak dapat diobservasi untuk aset atau liabilitas

Tabel berikut menunjukkan Level dalam hirarki aset dan liabilitas keuangan yang diukur pada nilai wajar pada basis berulang di 31 Desember 2020 dan 2019:

2020	Level 1	Level 2	Level 3	Jumlah/Total	2020
<b>Aset yang nilai wajarnya diungkapkan</b>					<b>Assets for which Fair Values are Disclosed</b>
Kas dan setara kas	698.368.663.081	-	-	698.368.663.081	Cash and cash equivalent
Piutang usaha	131.639.791.086	-	-	131.639.791.086	Trade Accounts Receivables
Piutang lain-lain	12.657.691.324	-	-	12.657.691.324	Other account receivables
<b>Jumlah</b>	<b>842.666.145.491</b>	<b>-</b>	<b>-</b>	<b>842.666.145.491</b>	<b>Total</b>
2020	Level 1	Level 2	Level 3	Jumlah/Total	2020
<b>Liabilitas yang nilai wajarnya diungkapkan</b>					<b>Assets for which Fair Values are Disclosed</b>
Utang Usaha	278.916.156.684	-	-	278.916.156.684	Trade accounts payable
Biaya yang masih harus dibayar	329.318.842.551	-	-	329.318.842.551	Accrued expenses
Utang Bank	1.420.377.192.822	-	-	1.420.377.192.822	Bank loans
Obligasi	-	2.995.824.602.264	-	2.995.824.602.264	Bonds Payable
<b>Jumlah</b>	<b>2.028.612.192.057</b>	<b>2.995.824.602.264</b>	<b>-</b>	<b>5.024.436.794.321</b>	<b>Total</b>

**43. FINANCIAL INSTRUMENTS: FINANCIAL  
INFORMATION RISK (Continued)**

**b. Fair Value of Financial Instruments**

Financial assets and financial liabilities measured at fair value in the consolidated statement of financial position are grouped into three levels of a fair value hierarchy. The three levels are defined based on the observability of significant inputs to the measurement, as follows:

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities
- Level 2: input other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly
- Level 3: unobservable inputs for the asset or liability

The following table shows the Levels within the hierarchy of financial assets and liabilities measured at fair value on a recurring basis at December 31, 2020 and 2019:

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**43. INSTRUMEN KEUANGAN: INFORMASI RISIKO KEUANGAN (Lanjutan)**

**43. FINANCIAL INSTRUMENTS: FINANCIAL INFORMATION RISK (Continued)**

**b. Nilai Wajar Instrumen Keuangan (Lanjutan)**

**b. Fair Value of Financial Instruments (Continued)**

2019	Level 1	Level 2	Level 3	Jumlah/Total	2019	
<b>Aset yang nilai wajarnya diungkapkan</b>					<b>Assets for which Fair Values are Disclosed</b>	
Kas dan setara kas	495.527.498.911	-	-	495.527.498.911	Cash and cash equivalent	
Piutang usaha	240.588.959.655	-	-	240.588.959.655	Trade Accounts Receivables	
Piutang lain-lain	18.898.656.982	-	-	18.898.656.982	Other account receivables	
<b>Jumlah</b>	<b>755.015.115.548</b>	<b>-</b>	<b>-</b>	<b>755.015.115.548</b>	<b>Total</b>	
<b>Liabilitas yang nilai wajarnya diungkapkan</b>					<b>Assets for which Fair Values are Disclosed</b>	
Utang Usaha	505.573.624.726	-	-	505.573.624.726	Trade accounts payable	
Biaya yang masih harus dibayar	339.556.669.439	-	-	339.556.669.439	Accrued expenses	
Utang Bank	37.855.416.408	-	-	37.855.416.408	Bank loans	
Obligasi	-	3.026.564.348.777	-	3.026.564.348.777	Bonds Payable	
<b>Jumlah</b>	<b>882.985.710.573</b>	<b>3.026.564.348.777</b>	<b>-</b>	<b>3.909.550.059.350</b>	<b>Total</b>	

Nilai wajar instrumen keuangan diatas, kecuali untuk ditentukan melalui analisis arus kas yang didiskonto dengan menggunakan tingkat diskonto yang setara dengan tingkat pengembalian yang berlaku bagi instrumen keuangan yang memiliki syarat dan periode jatuh tempo yang sama.

The fair value for the above financial instruments, was determined by discounting estimated cash flows using discount rates of financial instruments with similar term and maturity.

**44. PERJANJIAN-PERJANJIAN PENTING**

**44. SIGNIFICANT AGREEMENTS**

**a. Perjanjian Konsesi di Pelabuhan yang diusahakan oleh Perseroan.**

**a. Concession Agreement in the port operated by the Company.**

Perseroan mengadakan perjanjian kegiatan perusahaan kepelabuhan di Pelabuhan yang diusahakan dengan, No. 1/HK.301/6/DUT-2015 tanggal 9 November 2015 dengan Kantor Otoritas Pelabuhan Utama Makassar (KOPU) sebagaimana diubah dengan Addendum Perjanjian Konsesi No. 5/HK.301/6/DUT-2017 tanggal 24 Februari 2017.

The Company entered into an agreement on the port services provision in the Commercial Port No. 1/HK.301/6/DUT-2015 dated November 9, 2015 with Makassar Main Port Authority Office (KOPU) as amended with the Addendum to the Concession Agreement No. 5/HK.301/6/DUT-2017 dated February 24, 2017.

Berdasarkan perjanjian tersebut, Perseroan memperoleh hak penguasaan di area yang terdapat terminal dan fasilitas Pelabuhan milik Perseroan yang telah diusahakan untuk kegiatan jasa kepelabuhanan dengan ketentuan sebagai berikut:

Based on such agreement, the Company obtained the rights to commercially utilize the location where the Company's terminals and port facilities are located and operated with the following conditions:

perjanjian konsesi berlaku selama 30 tahun sejak penandatanganan dan diperpanjang selama area konsesi masih diusahakan Perseroan.

the concession agreement is valid for 30 years since the signing of the concession agreement and is extended as long as concession areas are still operated by the Company.



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**44. PERJANJIAN-PERJANJIAN PENTING (Lanjutan)**

a. Perjanjian Konsesi di Pelabuhan yang diusahakan oleh Perseroan. (Lanjutan)

- Perseroan wajib membayar pendapatan konsesi sebesar 2,5% pertahun dari pendapatan jasa kepelabuhan atas pelaksanaan kegiatan perusahaan di area konsesi sebagaimana diatur dalam amendemen perjanjian tersebut dan dibayarkan setiap 3 bulan selambat-lambatnya tgl 25 pada bulan pertama triwulan.
- lahan dan/atau bangunan di area konsesi yang berstatus hak pengelolaan atas nama Perseroan diberikan kepada KOPU untuk kepentingan gedung kantor.
- Perseroan diantaranya dapat menetapkan dan memungut tarif pelayanan jasa di area konsesi serta melakukan Kerjasama dengan pihak lain.

b. Perjanjian Konsesi Terminal Petikemas Makassar New Port (TPMNP) Tahap 1

Perseroan mengadakan perjanjian perusahaan di Terminal Petikemas Makassar New Port Tahap 1 No. 12/HK.301/3/DUT-2015 tanggal 19 Mei 2015 dengan Kementerian Perhubungan Republik Indonesia.

Berdasarkan perjanjian ini, Perseroan memperoleh hak atas perusahaan TPMNP untuk kegiatan pembangunan dan pengembangan fasilitas Pelabuhan, kegiatan pemeliharaan dan kegiatan pengoperasian dengan ketentuan sebagai berikut:

perjanjian konsesi ini berlaku selama 70 tahun sejak tanggal penandatanganan perjanjian.

- Perseroan diwajibkan untuk membayar pendapatan konsesi sebesar 2,5% dari persentase pendapatan kotor dari pelaksanaan perusahaan objek konsesi. Pembayaran pendapatan konsesi dilakukan setelah TPMNP ditetapkan siap beroperasi secara komersial sesuai peraturan dan perundang-undangan.
- Perseroan menetapkan tarif jasa awal kepelabuhan awal dan formula penyesuaiannya dengan berpedoman dengan peraturan dan perundang-undang yang berlaku.

**44. SIGNIFICANT AGREEMENTS (Continued)**

a. *Concession Agreement in the port operated by the Company. (Continued)*

- *the Company is required to pay the concession fee amounting to 2,5% of the revenues from commercial port utilization activities as stipulated in amendment agreement that obtained from concession area and shall pay at every 3 months no later than 25<sup>th</sup> of the first month of each quarter.*
- *the land and/or building are under the Company's utilization right within the concession area is transferred to KOPU for their office buildings.*
- *the Company has the right to determine and collect the service fee in the concession area and to cooperate with other parties.*

b. *Concession Agreement on Container Terminal Makassar New Port (TPMNP) Phase I*

*The Company entered into an agreement on the port services provision in the Container Terminal Makassar New Port Stage 1 No. No. 12/HK.301/3/DUT-2015 dated Mei 19, 2015 with Ministry of Transportation of the Republic Indonesia.*

*Based on this agreement, the Company obtained the TPMNP utilization rights for the construction and the development of port facilities, maintenance activities, and the operational activities with the following conditions:*

*the concession agreement is valid for 70 years since the signing of the concession agreement.*

- *The Company is required to pay the concession fee amounting to 2.5% of the percentage of gross revenues from commercial port utilization activities. The concession fee will be paid after TPMNP is stated ready for commercial operation in accordance with regulation and laws.*
- *The Company determined the initial rates of port and its adjustment of formula based on the applicable of regulation and laws.*

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**44. PERJANJIAN-PERJANJIAN PENTING (Lanjutan)**

b. Perjanjian Konsesi Terminal Petikemas Makassar New Port (TPMNP) Tahap 1 (Lanjutan)

- sesuai dengan ketentuan dalam perjanjian, Perseroan melakukan kegiatan pembangunan dan pengembangan fasilitas Pelabuhan, kegiatan pemeliharaan dan kegiatan pengoperasian di sepanjang 320 meter di Pelabuhan Makassar.
- sebagaimana dijelaskan diperjanjian, Perseroan diwajibkan untuk mengembalikan aset konsesi TPMNP kepada Kementerian Perhubungan Republik Indonesia setelah berakhirnya perjanjian konsesi tersebut.

c. Perseroan mengadakan perjanjian kerjasama pembangunan dan pengoperasian Terminal Petikemas Palaran Pelabuhan Samarinda dengan Pemerintah Kota Samarinda dan PT Pelabuhan Samudera Palaran dengan No. 180/12/Huk-K5/VII/2007, No. 24/PL.405/PT-07, dan No. 20.20.07/2007 tanggal 20 Juli 2007. Perjanjian ini berjangka waktu selama 50 tahun sejak masa uji coba.

Dalam perjanjian, Perseroan mendapatkan management fee/compensation fee sebesar 10% dari total pendapatan hasil pengoperasian TPK Palaran. Bagi hasil keuntungan sebesar persentase tertentu yang diatur lebih lanjut dalam perjanjian ini.

Pada akhir periode perjanjian, Perseroan berhak memperoleh kepemilikan bangunan infrastruktur TPK Palaran dari PT Pelabuhan Samudera Palaran.

d. Perseroan mengadakan perjanjian kerjasama tentang Penyediaan dan Pengoperasian Alat Bongkar Muat Petikemas di Terminal Petikemas Pelabuhan Makassar dengan Sistem Bagi Hasil No.17/HK.301/7/OUT-2012 tanggal 10 Desember 2012 dengan PT Makassar Terminal Service (MTS). Jangka waktu perjanjian ini di perpanjang menjadi 2 Februari 2022.

**44. SIGNIFICANT AGREEMENTS (Continued)**

b. *Concession Agreement on Container Terminal Makassar New Port (TPMNP) Phase I (Continued)*

- *in accordance with the conditions of this agreement, the Company is providing the construction and the development of port facilities, maintenance activities, and the operational activities in area of 320 meter at Makassar Port.*
- *as stipulated in the agreement, the Company is required to return the TPMNP's concession assets to the Republic of Indonesia as the concession agreements ends.*

c. *The Company entered into a cooperation agreement for the construction and operation of the Palaran Container Terminal, Samarinda Port with the Samarinda City Government and PT Pelabuhan Samudera Palaran with No. 180/12 / Huk-K5 / VII / 2007, No. 24 / PL.405 / PT-07, and No. 20.20.07 / 2007 dated July 20, 2007. This agreement has a term of 50 years from the trial period.*

*In this agreement, the Company received the management fee/compensation fee amounting to 10% of gross revenue from operating TPK Palaran. Profit sharing at certain percentage as regulated in this agreement.*

*At the end of the agreement period, the Company has the right to acquire ownership of the Palaran TPK infrastructure building from PT Pelabuhan Samudera Palaran.*

d. *The Company entered the collaboration agreement on Supply and Operation of Container Loading/Unloading Equipment at Makassar Port Container Terminal with Sharing System No. 17/HK.301/ 7/OUT- 2012 dated December 10, 2012 with PT Makassar Terminal Service (MTS). The period of this agreement has been extended up to February 2, 2022.*

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**44. PERJANJIAN-PERJANJIAN PENTING (Lanjutan)**

**44. SIGNIFICANT AGREEMENTS (Continued)**

Dalam perjanjian tersebut Perseroan dan MTS telah sepakat untuk bekerjasama terkait dengan penyediaan dan pengoperasian sebagian peralatan bongkar muat petikemas di Terminal Petikemas Pelabuhan Makassar. Dimana MTS sepakat untuk menyediakan, mengoperasikan dan memelihara alat bongkar muat peti kemas dengan skema bagi hasil pendapatan terhadap perolehan pendapatan yang menggunakan alat bongkar muat peti kemas milik MTS. Pada saat perjanjian ini berakhir, Perseroan berhak untuk menerima pengalihan alat bongkar muat peti kemas dari MTS dengan kondisi equipment availability minimal 90% dan produktivitas 25 B/C/H.

*In this agreement, the Company and MTS have agreed to cooperate in relation to the provision and operation of some container loading and unloading equipment at the Makassar Port Container Terminal. Where MTS agrees to provide, operate and maintain container loading and unloading equipment with a revenue sharing scheme against revenue generation using MTS's container loading and unloading equipment. When this agreement ends, the Company has the right to accept the transfer of container loading and unloading equipment from MTS with equipment availability at least 90% and productivity of 25 B / C / H.*

- e. Penyediaan tenaga Pandu dan Pelaksanaan kegiatan Pemanduan di Terminal khusus KPC sebagaimana dilaksanakan oleh Perseroan. Selebihnya penyediaan sarana dan prasarana Pemanduan dan Penundaan oleh Indominco dan pembayaran PNBPN atas pelayanan kegiatan Pemanduan dan Penundaan dan pengaturan bagi hasil kerjasama akan ditentukan oleh para Pihak.
- f. Perjanjian Kerjasama Pelayanan Jasa Pemanduan dan Penundaan Pada Terminal khusus PT Kaltim Prima Coal No.KPC-44-0160A dan No. 15/HK.301/6/DUT-2016. Jangka waktu Perjanjian adalah 3 tahun, terhitung sejak 1 Maret 2016 sampai dengan 28 Februari 2021 dan dapat diperpanjang berdasarkan kesepakatan Para Pihak.
- g. Perseroan mengadakan perjanjian pekerjaan pembangunan Makassar New Port Tahap 1B dan 1C dengan PT Pembangunan Perumahan Tbk., pada tanggal 1 Februari 2019 di TPMNP sebesar Rp 2.748.914.600.000. Pada tanggal 31 Desember 2020 progress pekerjaan tersebut telah mencapai tingkat penyelesaian sebesar 67%.
- h. Perseroan memperoleh fasilitas kredit Pembiayaan Musyarakah Line IB tanggal 15 Mei 2020 dari PT Maybank Indonesia Tbk, dimana perseroan memperoleh fasilitas kredit sebesar Rp 1.000.000.000.000. Fasilitas ini memiliki jatuh tempo 1 tahun sejak penandatanganan.

- e. *Provision of Pilot and implementation of pilotage service KPC special Terminal as was done by the company. The rest the provision of infrastructure and pilotage and towage by Indominco and PNBPN payment on pilotage and towage services and the setting for profit sharing will be determined by the party.*

- f. *Cooperation Agreement for Guidance and Delay Services at the special Terminal of PT Kaltim Prima Coal No. KPC-44-0160A and No. 15 / HK.301 / 6 / DUT-2016. The term of the Agreement is 3 years, starting from March 1, 2016 to February 28, 2021 and can be extended based on the agreement of the Parties.*

- g. *The Company entered into contract construction of Makassar New Port Phase 1B and 1C with PT Pembangunan Perumahan Tbk at February 1, 2019 at TPMNP amounting to Rp 2,748,914,600,000. As of December 31, 2020 the progress has reached 67% completion rate.*

- h. *The Company obtained credit facility Pembiayaan Musyarakah Line IB in May 15, 2020 from PT Maybank Indonesia Tbk, The Company obtained credit facility amounting Rp 1,000,000,000. This facility has a maturity date of 1 year from date signing.*

Porsi pembiayaan Bank dan perseroan, serta persentase/rasio Bagi Hasil (Nisbah) ditentukan pada setiap penarikan fasilitas. Nisbah ditentukan atas kesepakatan kedua belah pihak berdasarkan Proyeksi Pendapatan Nasabah.

*The Bank and The Company financing portion, as well as the percentage/yield rate (ratio) is determined on each withdrawal of the facility.*

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**44. PERJANJIAN-PERJANJIAN PENTING (Lanjutan)**

Apabila realisasi Pendapatan Nasabah yang disampaikan kepada Bank melebihi Proyeksi Pendapatan maka Bank dapat memberikan kelebihan bagi hasil yang menjadi haknya sebagai insentif kepada Nasabah.

Pada tanggal 17 Desember 2020 Perseroan telah melunasi fasilitas tersebut.

**45. PERKARA-PERKARA LITIGASI**

Cabang Makassar:

- Ince Baharuddin (Tergugat I), Ince Rahmawati (Tergugat II), Perseroan (Tergugat III), PT Pertamina (Tergugat IV), Pemkot Makassar (Tergugat V) dan BPN Kota Makassar (Tergugat VI). Melawan Ibrahim L. Dg. Sitaba (Penggugat). Reg Perkara 358/Pdt.G/2019/PN.Mks. Tanah milik Perseroan seluas 60.669 M2 yang disewakan kepada Pertamina yang terletak di Kelurahan Ujung Tanah berdasarkan sertifikat HPL No.1 a.n PT Pelindo IV.

Menyatakan bahwa Sertifikat HPL No.1/1994 GS No.45/1992 a.n PT Pelindo IV Cabang Kelas I Makassar, serta surat-surat lain atas nama siapapun juga atas tanah obyek sengketa, dinyatakan tidak mempunyai kekuatan hukum mengikat; dan menghukum PT Pelindo IV Makassar (Tergugat III) dan PT Pertamina (Tergugat IV), untuk secara tanggung renteng membayar uang Ganti Rugi atas uang sewa obyek sengketa sebesar Rp1.000.000.000 (satu milyar rupiah) per tahun, terhitung sejak tahun 1958 (sejak dinasionalisasi) sampai sekarang berjumlah Rp 61.000.000.000 (enam puluh satu milyar) atau sampai putusan dalam perkara ini memperoleh kekuatan hukum tetap

Dampak Perseroan akan kehilangan pendapatan sewa dan aset tanah atas tanah objek sengketa. Saat ini pada Website Pengadilan Tinggi Makassar, perkara banding ini telah putus dan menyatakan bahwa Perseroan adalah pihak yang menang, dan sedang menunggu salinan putusan asli dari Pengadilan.

**44. SIGNIFICANT AGREEMENTS (Continued)**

*The ratio is determined by the agreement of both parties based on the customer revenue projections. If the realization of the customer's income submitted to the Bank exceeds the projected revenue then the Bank can provide excess for the result of the right as an incentive to the customer.*

*On December 17, 2019 The Company has paid this facility.*

**45. LITIGATION CASE**

Makassar Branch:

- *Ince Baharuddin (Defendant I), Ince Rahmawati (Defendant II), Company (Defendant III), PT Pertamina (Defendant IV), Makassar Government (Defendant V) and Land Administration Office of Makassar (Defendant VI). Against Ibrahim L. Dg. Sitaba (Plaintiff). Reg Case 358/Pdt.G/2019/PN.Mks. The Company's land of 60,669 M2 based on certificate HPL No.1 registered to PT Pelindo IV located at Ujung Tanah sub-district which leased to Pertamina.*

*Stating that certificate HPL No.1/1994 GS No.45/1992 registered to PT Pelindo IV (First Class Branch of Makassar), along with other certificate that registered for the same object, does not have binding legal force; and penalize PT Pelindo IV Makassar (Defendant III) and PT Pertamina (Defendant IV), jointly responsible to settle compensation for dispute object proceeds in the amount of Rp1,000,000,000 (one billion rupiah) per annum, counted since 1958 (after nationalization) until now, added up to Rp61,000,000,000 (sixty-one billion rupiah) or until verdict on this dispute have binding legal force.*

*The impact to company will lose lease income and land asset on the dispute object. Currently on the Makassar High Court Website, this appeal case has ended and states that the Company is the winning party, and waiting a copy of the original decision from the Court.*



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**45. PERKARA-PERKARA LITIGASI (Lanjutan)**

Cabang Makassar: (Lanjutan)

- Perseroan (Tergugat). Melawan Hj. Andi Hasnawati, dkk (Penggugat). Reg Perkara No. 254/Pdt.G/2018/PN.Mks. Tanah milik Perseroan dengan sertifikat HPL No.1 a.n PT Pelindo IV Para Penggugat mengklaim bahwa tanah yang diklaim adalah tanah adat milik orang tua mereka berdasarkan persil No.2 D.II & kohir No. 9 C.I. Menyatakan bahwa penguasaan Perseroan atas tanah yang diklaim adalah tidak sah secara hukum dan meminta Perseroan untuk menyertakannya kembali kepada penggugat.

Dampak Perseroan akan kehilangan pendapatan sewa dan aset tanah atas tanah objek sengketa. Nilai kerugian perseroan sebesar Rp140.000.000.000. Menyatakan Gugatan Para Penggugat di bawah register Perkara No. 254/Pdt.G/2018/PN Mks, dinyatakan dicoret dari register perkara perdata yang sedang berjalan (dinyatakan gugur) dan membebankan biaya perkara kepada Para Penggugat sebesar Rp 1.091.000 (satu juta sembilan puluh satu ribu rupiah).

- Perseroan (Tergugat I), PT Pertamina (Tergugat II), Pemkot Makassar (Tergugat III), BPN (Tergugat IV). Melawan Ince Baharuddin, dkk (Penggugat Pokok), A. Parenrengi (Penggugat Intervensi I), Tally Dg Galla (Penggugat Intervensi II). Reg Perkara 207/Pdt.G/2007/PN.Mks. Tanah milik Perseroan seluas 60.669 M2 yang disewakan kepada Pertamina yang terletak di Kelurahan Ujung Tanah berdasarkan sertifikat HPL No.1 a.n PT Pelindo IV

Para penggugat mengklaim bahwa tanah yang diklaim adalah tanah adat milik orang tua mereka berdasarkan persil No. 2 D.II & kohir No. 57 C.1 tahun 1942. Menyatakan bahwa penguasaan Perseroan atas tanah yang diklaim adalah tidak sah secara hukum dan meminta Perseroan untuk membayar ganti rugi sebesar Rp. 12 Miliar dan Pertamina sebesar Rp.140 Miliar kepada Para Penggugat. Dampak Perseroan akan kehilangan objek tanah seluas ± 60.669 m2. Saat ini perkara ini telah ke Mahkamah Agung Pada Tahap PK telah putus dengan amar putusan Menolak permohonan Peninjauan Kembali Pertamina, H. Andi Parenrengi, dan Pelindo IV dan saat ini Kantor Pertanahan Kota Makassar sedang melakukan pengajuan PK 2 di Mahkamah Agung RI.

**45. LITIGATION CASE (Continued)**

Makassar Branch: (Continued)

- The Company (Defendant). Fight Hj. Andi Hasnawati, et al (Plaintiff). Reg. Case No. 254/Pdt.G/2018/PN.Mks. Land asset belong to company based on HPL No.1 registered to PT Pelindo IV. The Plaintiffs stated that the claimed land was their parent's customary land based on parcel No.2 D.II & kohir No. 9 C.I. Stating that the Company's control of the claimed land is illegal and requires the Company to re-submit it to the plaintiff.

The impact to the Company will be to lose lease income and land assets on the object land of the dispute. The company's loss amounted to Rp140,000,000,000. Makassar District Court stating that the plaintiff's claim on Reg. Case No. 254/Pdt.G/2018/PN.Mks is disqualified from the case register and Charges of lawsuit cost to the plaintiff amounting Rp 1,091,000 (one million ninety One thousand Rupiah).

- The Company (Defendant I), PT Pertamina (Defendant II), Makassar City Government (Defendant III), BPN (Defendant IV). Against Ince Baharuddin, et al (Principal Plaintiff), A. Parenrengi (Plaintiff Intervention I), Tally Dg Galla (Plaintiff Intervention II). Reg Case 207/Pdt.G/2007/PN.Mks. The Company's land with an area of 60,669 M2 is leased to Pertamina located in Ujung Tanah Village based on HPL No. 1 certificate PT Pelindo IV.

The plaintiffs stated that the claimed land was their parents' customary land based on parcel No. 2 D.II & kohir No. 57 C.1 in 1942. Stating that Company's possession over the land is illegal and penalize PT Pelindo IV and Pertamina to pay compensation to the plaintiffs (Rp. 12 billion and Rp. 140 billion, respectively). This case is at the stage of Appeal in the Supreme Court. The Company's impact will lose the land area of ± 60,669 M2. This case at stage of Judicial Review in the Supreme Court with Judicial Verdict rejecting Judicial review request by Pertamina, H. Andi Parenrengi and Pelindo IV. Land Authority Office of Makassar is filing Judicial Review II in the Supreme Court.



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**45. PERKARA-PERKARA LITIGASI (Lanjutan)**

Cabang Makassar: (Lanjutan)

- Perseroan (Tergugat) Melawan H.Abdul Azis Kadir, dkk (Penggugat). No register 180/Pdt.G/2016/PN.MKs. Tanah milik Perseroan yang terletak berdasarkan Sert. HGB No. 165/Kalukubodoa seluas 5.188 m2. Penggugat mengklaim tanah tersebut merupakan tanah warisan dari orang tua Penggugat. Menghukum Tergugat untuk mengosongkan tanah dan menyatakan tanah sebagai tanah Para Penggugat. Dampak Perseroan akan kehilangan objek tanah seluas ± 5.188 m2. Perkara saat ini telah putus pada tingkat Mahkamah Agung dan menyatakan Perseroan Menang.
- Perseroan (Penggugat) Melawan PT Sinar Makassar (Tergugat I), Tan Rustan (Tergugat II), Baso Buniyamin (Tergugat III), Camat Ujung Tanah (Tergugat IV), Lurah Cambaya (Tergugat V) No Register 373/Pdt.G/2016/PN.MKs Tanggal 21 November 2016. Tanah milik Perseroan yang terletak berdasarkan Sert. Hak Pengelolaan No. 1/Cambayya Tahun 1994 seluas 4.18 Hektar. Perseroan meminta Majelis Hakim agar dinyatakan pemegang hak pengelolaan yang sah terhadap tanah sengketa sebagaimana dimaksud. Menyatakan Para Tergugat telah melakukan perbuatan tanpa hak serta melawan hukum dan menghukum Para Tergugat untuk membayar ganti rugi materil dan inmateril serta mengosongkan tanah dan menyatakan tanah sebagai tanah Perseroan. Dampak Perseroan akan kehilangan objek tanah seluas ± 4.523 M2. Perkara saat ini dalam tahap Peninjauan Kembali di Mahkamah Agung.
- Beddu Tang/Pensiunan Perseroan (Terlampir) Melawan Baso Buniyamin (Pelapor) Surat Panggilan Penyidik Polda Sulsel PIDANA Tanah Perseroan dengan sertipikat HPL 1/Cambayya Tahun 1994. Pelapor melaporkan Pensiunan Perseroan atas nama Beddu Tang dengan tuduhan telah menempatkan keterangan palsu ke dalam akta autentik yang kemudian oleh BPN diterbitkanlah HPL 1/Cambayya Tahun 1994. Pelapor menuntut agar Pensiunan Perseroan atas nama Beddu Tang ditetapkan bersalah karena telah menempatkan keterangan palsu ke dalam akta autentik yang kemudian oleh BPN diterbitkanlah HPL 1/Cambayya Tahun 1994. Pegawai Perseroan & Pengacara Perseroan.

**45. LITIGATION CASE (Continued)**

Makassar Branch: (Continued)

- *The Company (Defendant) Against H.Abdul Azis Kadir, et al (Plaintiff). No register 180/Pdt.G/ 2016/PN.MKs. Land owned by the Company based on Cert. HGB No. 165/Kalukubodoa area of 5,188 m2. The plaintiff claim that the land is their inheritance. Penalize the defendant to clear and cede over the land to the plaintiff. The Company's impact will lose the land area of ± 5,188 M2. The case has now been decided at the Supreme Court level and declared the Company Win..*
- *The Company (plaintiff) Against PT Sinar Makassar (Defendant I), Tan Rustan (Defendant II), Baso Buniyamin (Defendant III), Ujung Tanah Sub-district Head (Defendant IV) ), Cambaya Urban Village Head (Defendant V), Makassar Land Authority Head (Defendant VI), Notary / PPAT Taufiq Arifin (Defendant VII), PT Afta Teknik Mandiri (Defendant VIII). No register 373 / Pdt.G /2016/PN.MKs Date November 21, 2016. Land owned by the Company based on Sert. Management Right No. 1/Cambayya Year 1994 of 4.18 hectares. Declares Defendants have committed unlawful acts and violated the law and sentenced the Defendants to pay material and material compensation and vacate the land and declare the land as the Company's land. This case is at the stage of Appeal in the Supreme Court. The Company's impact will lose the land area of ± 4,523 M2. The case is at the stage of judicial review at the Supreme Court.*
- *Beddu Tang/Pensioner Company (Attached) Against Baso Buniyamin (Rapporteur) Letter of Criminal Investigation of Police of South Sulawesi PINANA Tanah Company with certificate of HPL 1/Cambayya Year 1994. Rapporteur reported Pensioner of the Company on behalf of Beddu Tang accused of putting fake information into authentic deed which then by BPN was issued HPL 1/ Cambayya Year 1994. The Reporter demanded that the Pensioner of the Company on behalf of Beddu Tang was found guilty of having placed false information into an authentic deed which then by BPN was issued HPL 1/Cambayya Year 1994. Company Officers & Lawyers of the Company.*

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**45. PERKARA-PERKARA LITIGASI (Lanjutan)**

Cabang Makassar: (Lanjutan)

Perseroan akan kehilangan sebagian Lahan dari HPL 1/Cambayya Tahun 1994. Pensiunan perseroan dapat dipidanakan dan melemahkan alas hak perseroan yaitu sertifikat HPL 1/Cambayya Tahun 1994. Perkara ini masih dalam proses penyidikan di Kepolisian Daerah Sulawesi Selatan dan menetapkan Beddu Tang (pensiunan Perseroan) sebagai tersangka. Saat ini menunggu putusan perdata No. 373/Pdt.G/2016/PN.Mks sampai dinyatakan inkraht untuk tindak lanjut Penyidikan.

- Perseroan (Pelapor) Melawan Tan Rustan (Terlapor) Surat Tanda Terima Laporan Polisi No. STTLP/631/XI/2016/SPKT. PIDANA Tanah Perseroan dengan sertipikat HPL 1/Cambayya Tahun 1994. Pelapor melaporkan Tan Rustam karena telah menempatkan keterangan palsu kedalam suatu akta autentik sehingga terbitlah HGB diatas Lahan HPL Perseroan. Pelapor menginginkan agar Tan Rustam segera diproses secara Hukum karena secara melawan Hukum memohonkan penerbitan HGB di atas HPL Perseroan, sebelumnya Tan Rustam menyewa lahan tersebut kepada Perseroan. Pegawai Perseroan & Pengacara Perseroan. Perseroan akan kehilangan sebagian Lahan dari HPL 1/Cambayya Tahun 1994. Perseroan akan kehilangan sebagian dari aset berupa sebagian lahan dari HPL 1/Cambayya Tahun 1994. Perkara masih dalam proses penyidikan di Kepolisian Daerah Sulawesi Selatan dan menetapkan Beddu Tang (pensiunan Perseroan) sebagai tersangka. Menunggu putusan perdata No. 373/Pdt.G/2016/PN.Mks dinyatakan inkraht untuk tindak lanjut Penyidikan.

**45. LITIGATION CASE (Continued)**

Makassar Branch: (Continued)

*The Company will lose some Land from HPL 1 /Cambayya Year 1994. Pensiunan company can be criminalized and weakened the rights of the company that is the certificate of HPL 1/ Cambayya Year 1994. The case is at the stage of investigation in Sulawesi Selatan Police Department and set Beddu Tang (company retired employee) as suspect and waiting for verdict No. 373/Pdt.G/2016/PN.Mks stated as inkraht for follow-up Investigation.*

- *The Company Against Tan Rustan (Reported) Letter of Receipt of Police Report No. STTLP/ 631/XI/2016/SPKT. PIDANA. Article of the Company with a copy of HPL 1/Cambayya Year 1994. The reporter reported Tan Rustam for putting fake information into an authentic deed so that the above HGB HPL land of the Company. The reporter wishes that Tan Rustam will be processed by law as against Laws requesting the issuance of HGB on the Company's HPL, before Tan Rustam leases the land to the Company. The Company's & Company's Lawyers. The Company will lose a portion of Land from HPL 1/Cambayya Year 1994. The Company will lose some of its assets in the form of a portion of land from HPL 1/Cambayya Year 1994. The case is at the stage of investigation in the South Sulawesi Regional Police and set Beddu Tang (company retired employee) as suspect and waiting for verdict No. 373/ Pdt.G/2016/PN.Mks stated as inkraht for follow-up Investigation.*

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**45. PERKARA-PERKARA LITIGASI (Lanjutan)**

Cabang Makassar: (Lanjutan)

- Surat Nomor 1/HM.001/2/PI.IV-2019 tanggal 17 Januari 2019 Perihal Laporan Pengaduan. Laporan Pengaduan terhadap beberapa pihak yang diduga merugikan PT Nusantara Terminal Service (PT NTS) yang merupakan anak perusahaan PT Pelindo IV (Persero). Dampak pada Perseroan, PT NTS telah mengalami kerugian akibat tindak pidana yang telah dilakukan oleh beberapa pihak. Nilai perkara Rp22.064.647.277 (Dua puluh dua miliar enam puluh empat juta enam ratus empat puluh dua ratus tujuh puluh tujuh rupiah). Saat ini Perkara masih dalam proses penyidikan di Kepolisian Daerah Sulawesi Selatan. Bahwa pada Perkara Dugaan Penggelapan dalam Bisnis Trading Beras pada program Rumah Kita telah putus pada tingkat pengadilan Negeri Makassar dengan vonis 2 Tahun Penjara terhadap Terdakwa Siti Sabilah. Pada dugaan penggelapan Bisnis antara PT Pelindo IV (Persero) dengan PT MRP saat ini telah putus dengan vonis 1 Tahun, 6 Bulan penjara dengan Terdakwa Sdr. Idham. Adapun terkait dugaan penggelapan pada beberapa kasus lainnya saat ini masih dalam tahap penyelidikan oleh tim Penyidik Polda Sulsel.
- Perseroan (Pelapor). Laporan Pengaduan Polisi oleh PT Pelindo IV (Persero) dalam hal ini diwakili oleh Mushawwir Arsyad pada tanggal 21 Februari 2019. Dugaan Tindak Pidana Membuat Dokumen yang telah dilakukan oleh Ince Baharuddin dan Ince Rahmawati. Pokok perkara Pelapor melaporkan Ince Baharuddin dan Ince Rahmawati yang diduga telah melakukan Tindak Pidana Membuat Dokumen Palsu dimana dokumen tersebut dijadikan sebagai dasar gugatan perdata sengketa tanah melalui Pengadilan Negeri Makassar dengan register perkara Nomor 207/Pdt.G/2006/PN.Mks. Dampak Perseroan akan kehilangan pendapatan sewa dan aset tanah atas tanah objek sengketa. Saat ini, perkara dalam tahap penyelidikan di Kepolisian Daerah Sulawesi Selatan. Perseroan akan melakukan upaya hukum Praperadilan terhadap SP3 Polda Sulsel.

**45. LITIGATION CASE (Continued)**

Makassar Branch: (Continued)

- *The Company (Reporter) Letter Number 1/HM.001/2/PI.IV-2019 dated on 17 January 2019 with regard to Delation Report. Delation Report against several parties which suspect inflict a financial loss to PT Nusantara Terminal Service (PT NTS), subsidiary to PT Pelindo IV (Persero). The impact to the Company, PT NTS has loss in financial matter by several parties. Total loss amount Rp22,064,647,277 (Twenty-two billion sixty-four million six hundred forty-seven thousand two hundred seventy-seven rupiah). The case is at the stage of investigation in Sulawesi Selatan Police Department. Whereas the Case of Alleged Embezzlement in the Rice Trading Business in the Rumah Kita program has ended at the Makassar District Court level with a 2-year sentence against the Defendant Siti Sabilah. The alleged embezzlement of businesses between PT Pelindo IV (Persero) and PT MRP has now ended with a sentence of 1 year, 6 months in prison with the Defendant Mr. Idham. As for the alleged embezzlement in several other cases, it is currently still being investigated by the South Sulawesi Police Investigation team.*
- *The Company (Informer). PT Pelindo IV (Persero) complaint report, represented by Mushawwir Arsyad, in February 21, 2019. Allegation of document falsification by Ince Baharuddin and Ince Rahmawati. The subject of the matter is the informer reports that Ince Baharuddin and Ince Rahmawati falsify docement to be used to file a suit through District Court with filing regiter No.207/Pdt.G/2006/PN.Mks. he impact to the Company will be to lose lease income and land assets. The case is at the stage of investigation in Sulawesi Selatan Police Department. The company will take pretrial legal action against the SP3 Polda Sulsel*

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**45. PERKARA-PERKARA LITIGASI (Lanjutan)**

Cabang Bitung

- Perseroan (Tergugat). Kementerian (Turut Tergugat). Melawan Freddy Awondata Agus Royke Awondata (Penggugat). 180/Pdt.G/2015/PN Bit perdata tanah di atas HPL Pelabuhan Bitung seluas 354.840 M2. Penggugat mengklaim sebagai pemilik lahan sebagian tanah HPL Pelabuhan Bitung dengan luas 3,4 Ha dengan tanah warisan dari orang tua Penggugat yaitu Mintje Pongoh. Agar tanah yang diklaim dinyatakan sebagai hak waris keluarga dari Penggugat dan menghukum Tergugat untuk membayar ganti rugi materil dan immateril sebesar Rp 2,3 triliun. Peg Perseroan & JPN selaku Kuasa Hukum serta didampingi oleh Lawyer Maulana & Part selaku counter part Perseroan akan kehilangan hak atas tanah sengketa dan dapat dihukum membayar ganti rugi sebesar Rp 2,3 triliun. Rp 2.302.446.000.000 (Dua triliun tiga ratus dua milyar empat ratus empat puluh enam juta rupiah). Perkara ini dalam Proses Kasasi MA RI.

Cabang Manado

- Perseroan (Tergugat). Melawan Makis Sasambe/PT Dian Osiania Indonesia (Penggugat). No. Register 384/Pdt.G/2017/PN.Mdo PERDATA Kebocoran kapal / tenggelam kapal Penggugat mengklaim bahwa kebocoran kapal/tenggelam kapal Penggugat yang sedang tambat di dermaga Pelabuhan Manado merupakan kesalahan Perseroan akibat pengerukan kolam pelabuhan dan menuntut ganti rugi kepada Perseroan sebesar Rp 82,6 Milyar Agar Tergugat dinyatakan sebagai pihak yang bertanggung jawab atas tenggelamnya kapal KM. Bawangung Nuas Pegawai Perseroan & Jaksa Pengacara Negara.

Secara materil Perseroan dapat dirugikan karena harus membayar ganti rugi yang di tuntutan oleh Penggugat Rp 82.649.572.000 (Delapan puluh dua milyar enam ratus empat puluh sembilan juta lima ratus tujuh puluh dua ribu rupiah). Perkara saat ini pada tahap Kasasi di Mahkamah Agung RI.

**45. LITIGATION CASE (Continued)**

Bitung Branch

- The Company (Defendant). Ministry (Defendant). Against Freddy Awondata Agus Royke Awondata (Plaintiff) .180/Pdt.G/2015/PN Bit civil case on land above the HPL Port of Bitung covering an area of 354,840 M2. The Plaintiff claims to own a partial land area of HPL Port of Bitung with an area of 3.4 Ha with the inherited land of the Plaintiff's parents, Mintje Pongoh. In order to claim claimed land as the family inheritance rights of the Plaintiff and punish the Defendant to pay material and immaterial compensation of Rp 2.3 trillion. Company employee & JPN as Legal Counsel and accompanied by Lawyer Maulana & Part as counter part Perseroan will lose the right on the land of the dispute and can be punished to pay compensation of Rp 2.3 trillion. Rp 2,302,446,000,000 (Two trillion three hundred two billion four hundred forty-six million rupiah). The case is at the stage of appeal at the Supreme Court.

Manado Branch:

- Company (Defendant). Against Makis Sasambe/PT Dian Osiania Indonesia (Plaintiff) No. 384/Pdt.G/2017/PN.Mdo PERDATA Boat leak/ sinking vessel Plaintiff claimed that the leaks of the plane's mooring vessel at the port of Manado Harbor were the Company's fault due to dredging harbor pool and claimed compensation to the Company amounting to Rp 82.6 Billion in order for the Defendant to be declared the responsible party for the sinking of the KM vessel. Bawangung Nuas Employees of the Company & State Attorney Attorney.

In material terms the Company may be impaired for having to pay the compensation claimed by the Plaintiff Rp 82,649,572,000 (Eighty two billion six hundred forty nine million five hundred seventy two thousand rupiah). The Case is at appeal phase in the supreme court.



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**45. PERKARA-PERKARA LITIGASI (Lanjutan)**

**Cabang Manado (Lanjutan)**

- Perseroan (Pelapor) melawan Tony Akase (Terlapor). berdasarkan Laporan Pengaduan Polisi oleh PT Pelindo IV (Persero) Cabang Manado dalam hal ini diwakili oleh Mustafa Madia, AMD pada tanggal 30 Mei 2020. Pokok perkara Laporan Pengaduan terhadap Tony Akase atas dugaan Penyerobotan lahan yang dimana diatas lahan tersebut berdiri Rumah Dinas PT Pelindo 4 Cabang Manado. Dampak yang akan dihadapi perseroan akibat perkara ini adalah Perseroan akan kehilangan aset berupa rumah Dinas PT Pelindo IV Cabang Manado. Saat ini Perkara dalam tahap penyelidikan di Polresatbes Manado.

**Cabang Samarinda**

- Perseroan (Tergugat I). PT PSP (Tergugat). KSOP Samarinda (Turut Tergugat II). Ketua INSA (Turut Tergugat III), Ketua DPC ALFI (Turut Tergugat IV), Ketua DPC APBMI (Turut Tergugat V) Melawan Koperasi TKBM Samudera Sejahtera (Penggugat). No. Regis Perkara 75/Pdt.G/2019/PN. Smr. Pokok Perkara adalah Penggugat mengklaim bahwa Surat Tergugat No. 0148.03.17/Dir/PSP tanggal 18 Maret 2017 Perihal Penangguhan Biaya TKBM adalah Tidak Sah, karena tidak melibatkan komura. Pokok Petitum adalah Menghukum Tergugat untuk membayar tagihan bongkar muat yang di tunda periode 5 April s.d 31 Oktober 2017. Dampak terhadap Perseroan kehilangan sharing fee dengan Tergugat PT PSP. Nilai kerugian diperkirakan Rp 20.908.733.088 (Dua puluh milyar sembilan ratus delapan puluh delapan juta tujuh ratus tiga puluh tiga ribu delapan puluh delapan rupiah). Saat ini Perkara dalam tahapan Pemeriksaan Saksi dari Penggugat.

**45. LITIGATION CASE (Continued)**

**Manado Branch: (Continued)**

- Based on police complaint report by PT Pelindo IV (Persero) Manado Branch in this case represented by Mustafa Madia, AMD on May 30, 2020. The subject of the complaint report to Tony Akase on the alleged land-clearing which on the land was established the office of PT Pelindo 4 Manado branch. The impact that the company will face due to this matter is that the company will lose its assets in the form of the house of PT Pelindo IV Manado Branch. Currently matters in the investigation phase at the police Manado.

**Samarinda Branch**

- Company (Defendant I), PT PSP (Defendant), KSOP Samarinda (Co-Defendant II), Ketua INSA (Co-Defendant III), Ketua DPC ALFI (Co-Defendant IV), Ketua DPC APBMI (Co-Defendant V) against TKBM Union Samudera Sejahtera (Plaintiff). Case Reg. No. 75/Pdt.G/2019/PN. Smr. Case of lawsuit is the plaintiff claim that defendat decree No. 0148.03.17/Dir/PSP dated on March 18, 2017 in regard to postponement of TKBM expense is invalid, because TKBM Union is involved in the matter. The plaintiff request defendants to pay loading/unloading fare which have been postponed from April 5 to October 31, 2017. Impact to the Company will be losing sharing fee from Defendant PT PSP. Amount of loss estimated around Rp 20,908,733,088 (twenty billion nine hundred eight million seven hundred thirty-three thousand eighty-eight). The case is at the stage of authentication in the District Court.



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**45. PERKARA-PERKARA LITIGASI (Lanjutan)**

Cabang Samarinda (Lanjutan)

- Dugaan Tindak Pidana Korupsi pada Pekerjaan Penimbunan Lokasi Tanah Gurimbang dan Pondasi Keliling Area Seluas 39.776 M2 Tahun Anggaran 2016 dan 2017 di Kampung Gurimbang Kab. Berau. No register perkara Surat Diskrimsum Polda Kaltim No. B/604/VIII/2019/Ditreskrimsus dengan pokok perkara Ditreskrimsus Polda Kaltim melakukan permintaan keterangan dan dokumen terkait Dugaan Tindak Pidana Korupsi pada pekerjaan Penimbunan Lokasi Tanah Gurimbang dan Pondasi Keliling Area Seluas 39.776 M2 Tahun Anggaran 2016 dan 2017 di Kampung Gurimbang Kab. Berau. dampak yang akan dihadapi perseroan adalah Karyawan Perseroan yang berkepentingan dapat dikenakan hukuman pidana apabila terbukti melakukan tindak pidana korupsi. apabila dikemudian hari Karyawan yang berkepentingan terbukti melakukan tindak pidana korupsi maka Perseroan akan memiliki preseden buruk di mata publik. Saat ini Telah terbit Surat Pemberitahuan Perkembangan Hasil Penyelidikan dengan No. B/ 73/XII/RES.3.3/2019/DITRESKRIMSUS yang intinya penyidik Polda Kaltim melakukan penghentian penyelidikan terhadap kegiatan pekerjaan tersebut

Cabang Manokwari

- Perseroan (Tergugat) Melawan Tn. Fredrik Rumbobiar (Penggugat). No. Regis Perkara 11/Pdt.G/2020/PN. Mnk. Pokok Perkara adalah Penggugat mengklaim sebagai pemilik sah sebidang tanah seluas 19.662 m2 yang saat ini dikuasai oleh Perseroan sebagai lahan Pelabuhan Manokwari. Pokok Petitum adalah Menyatakan bahwa Penggugat secara turun temurun adalah pemilik tanah adat wilayah Taman Doreri atau obyek sengketa seluas 19.662 m2. Dampak terhadap Perseroan kehilangan sebagian hak atas tanah seluas 19.662 m2. Putusan Majelis Hakim menolak Gugatan Penggugat, dan dalam hal ini Perseroan menang dalam perkara ini.

**45. LITIGATION CASE (Continued)**

Samarinda Branch (Continued)

- *Alleged corruption crime on the job of landfill site of the land of Gurimbang and the foundation around 39,776 M2 budget year 2016 and 2017 in Kampung Gurimbang Kab. Berau. No Register case of letter Diskrimsum Polda Kaltim No. B/604/VIII/2019/Ditreskrimsus with Poko of the case of Polda Kaltim in making a request for information and a document related to alleged corruption crime on the work of the landfill site of the land of Gurimbang and the foundation around the Area of 39,776 M2 budget year 2016 and 2017 Berau. The impact that the company will face is the employees of the company whose interests may be subject to criminal penalties when proven to commit corruption crimes. If later on, the employee's interest is proven to commit criminal acts of corruption, then the company will have a bad precedent in the public. Currently published a notification letter on the development of research results with the number B/73/XII/RES. 3.3/2019/DITRESKRIMSUS saying Polda Kaltim terminate the investigation on the matter.*

Manokwari Branch

- *The Company (Defendants) against NP. Fredrik Rumbobiar (Plaintiff). No. Regis case 11/Pdt.G/2020/PN. Mnk. The case is the plaintiffs claim as valid owner of a plot of land area of 19.662 m2 currently controlled by the Company as a Port Manokwari. Subject of the Petitum is stating that the Plaintiff by successive is customary land owners Doreri Park area or the object of the dispute area of 19.662 m2. The impact on the company will lose some rights to the land area of 19,662 m2. The Jury decision rejected the Plaintiff's Lawsuit, and in this time the Company won the case.*

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**45. PERKARA-PERKARA LITIGASI (Lanjutan)**

Entitas anak (PT Kaltim Kariangau Terminal)

- Pemprov Kaltim (Tergugat I), Pemkot Balikpapan (Tergugat II), Perseroan (Tergugat III), PT KKT (Tergugat IV), BPN Kota Balikpapan (Tergugat V). Melawan Abdul Gaffar (Penggugat) .103/Pdt.G/2014/PN. BPP PERDATA Tanah Pelabuhan KKT.mengklaim sebagai pemilik tanah perbatasan seluas 70.000 m2 yang diklaim sebagai tanah garapan para penggugat menghukum tergugat mengembalikan obyek sengketa dan membayar GR Rp 21.000.000.000 serta peletakan sita jaminan.
- Perseroan akan kehilangan hak atas tanah seluas 70.000 m2. Rp 22.658.160.000 (Dua puluh dua milyar enam ratus lima puluh delapan juta seratus enam puluh ribu rupiah). Saat ini telah putus pada tingkat Kasasi dengan Nomor Perkara : 486/K/2019 yang menyatakan gugatan Penggugat/Terbanding/Pemohon Kasasi Ditolak. (Perseroan Menang). agenda selanjutnya adalah membuat Kontra Memori Peninjauan Kembali atas Permohonan PK dahulu Penggugat.

**Perkara Non-litigasi**

Pada saat ini perkara hukum nonlitigasi yang sedang berjalan di lingkungan Perseroan sebanyak 20 perkara (Cabang Makassar empat perkara, Cabang Bitung dua perkara, TPB satu perkara, Cabang Balikpapan dua perkara, Cabang Ternate satu perkara, Cabang Jayapura tiga perkara, Cabang Fak-fak dua perkara, Manowari dua perkara, Cabang Biak dua perkara dan Cabang Merauke satu perkara.

**46. PENYAJIAN KEMBALI FIGUR TAHUN LALU**

Grup menyajikan kembali laporan keuangan konsolidasian tanggal 31 Desember 2019 dan menyajikan laporan posisi keuangan ketiga per 1 Januari 2019 dan laporan laba rugi dan penghasilan komprehensif lain untuk tahun yang berakhir pada 31 Desember 2019 sehubungan dengan koreksi atas kesalahan:

- penyajian liabilitas imbalan kerja atas manfaat yang belum diperhitungkan dan dicatat;
- alokasi dan pengukuran kepentingan non-pengendali yang tidak sesuai diperhitungkan;
- pajak tangguhan atas liabilitas imbalan kerja dan penyesuaian lainnya pada pendapatan komprehensif;

**45. LITIGATION CASE (Continued)**

Subsidiary (PT Kaltim Kariangau Terminal)

- Provincial Government of East Kalimantan (Defendant I), Balikpapan City Government (Defendant II), Company (Defendant III), PT KKT (Defendant IV), BPN Balikpapan (Defendant V). Against Abdul Gaffar (Plaintiff) .103 / Pdt.G / 2014 / PN. BPP PERDATA Tanah KKT Port claimed to be the owner of a 70,000 m2 land area that was claimed to be claimed by the plaintiffs. punish the defendant to return the object of the dispute and pay Guarantee Rp 21,000,000,000 and laying the bail.
- Company would loss of land rights of 70,000 m2. Rp 22,658,160,000 (Twenty two billion six hundred fifty eight million one hundred sixty thousand rupiah). This case has been broken at the stage of appeal with reg number 486/K2019, stating the plaintiff's claim is rejected. The next agenda is to make the Cons memory review of plaintiff's judicial review request.

**Case of Non-litigation**

At this time the non litigation law case ongoing in the Company by 20 cases (Branch of Makassar four cases, Branch of Bitung two cases, Branch of TPB one case, Branch of Balikpapan two cases, Branch of Ternate one Case, Branch of Jayapura three cases, Branch of Fak-fak two cases, Branch of Manokwari two cases, Branch of Biak two cases and Branch of Merauke one case.

**46. RESTATEMENT OF PRIOR YEAR CORRESPONDING FIGURES**

The Group restated the consolidated financial statements as of December 31, 2019 and presented the third statement of financial position as January 1, 2019 and the statement of profit or loss and other comprehensive income for the year ended December 31, 2019 due to error in:

- employee benefit obligation in relation to benefits that were not yet calculated and recognized;
- non-controlling interest in relation to allocation and its's measurement that were no properly calculated;
- deferred tax in relation to employee benefit including effect of other adjustment on comprehensive income;

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**46. PENYAJIAN KEMBALI FIGUR TAHUN LALU  
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- aset takberwujud atas aset konsesi dan biaya ditangguhkan lainnya yang diakui sebagai aset tak berwujud;
- pencatatan dan pengukuran aset dalam konstruksi dan nilai wajar atas aset tetap;
- pemulihan atas perpajakan (pajak pertambahan nilai);
- dan termasuk dampak pajak tangguhan yang disebabkan oleh koreksi tersebut.

Manajemen juga telah mereklasifikasi beberapa akun dalam laporan keuangan konsolidasian tanggal 31 Desember 2019 dan 1 Januari 2019 agar sesuai dengan penyajian akun pada laporan keuangan konsolidasian per tanggal dan untuk tahun yang berakhir pada tanggal 31 Desember 2020 untuk tujuan perbandingan.

Berikut ini ringkasan akun signifikan dalam laporan keuangan konsolidasian 31 Desember 2019 dan 1 Januari 2019 dan laporan laba rugi dan penghasilan komprehensif lain konsolidasian untuk tahun yang berakhir pada 31 Desember 2019 sebelum dan sesudah penyajian kembali dan reklasifikasi:

**46. RESTATEMENT OF PRIOR YEAR  
CORRESPONDING FIGURES (Continued)**

- *intangible asset related to concession assets including deferred expenses that were recognised as intangible assets;*
- *assets under construction in relation to its measurement and recognition of fair value of property;*
- *taxation (value added tax) in relation to its recoverability;*
- *and including impact of deferred tax as effect of those corrections.*

*Management also reclassified certain accounts in the consolidated statement of financial position as of December 31, 2019 and January 1, 2019 in order to conform with the account presentation of consolidated financial statement as of and for the year ended December 31, 2020 for comparison purposes.*

*The following is a summary of significant accounts as of December 31, 2019 and January 1, 2019 consolidated financial statements and the consolidated statement of profit or loss and other comprehensive income for the year ended December 31, 2019 before and after the effect of restatement and reclassification:*

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**46. PENYAJIAN KEMBALI FIGUR TAHUN LALU 46. RESTATEMENT OF PRIOR YEAR  
(Lanjutan) CORRESPONDING FIGURES (Continued)**

	31 Desember 2019/ December 31, 2019		
	Sebelum Penyajian Kembali/ Before Restatement	Penyesuaian/ Adjustment	
LAPORAN POSISI KEUANGAN KONSOLIDASIAN			CONSOLIDATED STATEMENT OF FINANCIAL POSITION
<u>ASET</u>			<u>ASSETS</u>
ASET LANCAR			CURRENT ASSETS
Pajak dibayar dimuka	342.876.550.865	(48.903.363.303)	Prepaid taxes
Jumlah Aset Lancar	1.142.656.091.113	(48.903.363.303)	Total Current Assets
ASET TIDAK LANCAR			NON-CURRENT ASSETS
Aset tetap	9.220.674.121.351	(2.346.010.267.567)	Property and equipment
Aset tidak berwujud	109.990.807.833	2.280.617.152.468	Intangible assets
Aset pajak tangguhan	1.927.461.044	4.873.822.526	Deferred taxes
Jumlah Aset Tidak Lancar	9.379.544.309.852	(60.519.292.573)	Total Non-Current Assets
JUMLAH ASET	10.522.200.400.965	(109.422.655.876)	TOTAL ASSETS
<u>LIABILITAS DAN EKUITAS</u>			<u>LIABILITIES AND EQUITY</u>
LIABILITAS JANGKA PENDEK			SHORT-TERM LIABILITIES
Utang Usaha	545.628.722.626	(40.055.097.900)	Trade payables
Jumlah Liabilitas Jangka Pendek	1.133.249.825.629	(40.055.097.900)	Total Current Liabilities
LIABILITAS JANGKA PANJANG			LONG-TERM LIABILITIES
Liabilitas imbalan pasca kerja	165.094.317.518	134.881.815.175	Post employee benefit liabilities
Liabilitas pajak tangguhan	-	22.592.234.533	Deferred tax liabilities
Jumlah Liabilitas Jangka Panjang	3.199.569.961.926	157.474.049.708	Total Long-Term Liabilities
Jumlah Liabilitas	4.332.819.787.555	117.418.951.808	Total Liabilities
EKUITAS			EQUITY
Komponen ekuitas lainnya	10.200.656.292	(5.167.707.531)	Other equity components
Saldo laba	3.058.125.314.191	(246.581.846.158)	Retained earnings
Jumlah ekuitas yang dapat diatribusikan:			Total equity attributable:
Kepada pemilik entitas induk	6.181.877.091.975	(251.749.553.689)	The owners of parent entity
Kepentingan non-pengendali	7.503.521.435	24.907.946.005	Non-controlling interest
Jumlah Ekuitas	6.189.380.613.410	(226.841.607.684)	Total Equity
JUMLAH LIABILITAS DAN EKUITAS	10.522.200.400.965	(109.422.655.876)	TOTAL LIABILITIES AND EQUITY

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**46. PENYAJIAN KEMBALI FIGUR TAHUN LALU  
(Lanjutan)**

**46. RESTATEMENT OF PRIOR YEAR  
CORRESPONDING FIGURES (Continued)**

	31 Desember 2019/ December 31, 2019			
	Sebelum Penyajian Kembali/ <i>Before Restatement</i>	Penyesuaian/ <i>Adjustment</i>	Sesudah Penyajian Kembali/ <i>After Restatement</i>	
LAPORAN POSISI KEUANGAN KONSOLIDASIAN				CONSOLIDATED STATEMENT OF FINANCIAL POSITION
Pendapatan konstruksi	-	1.391.094.801.034	1.391.094.801.034	Construction Revenue
Beban konstruksi	-	(1.391.094.801.034)	(1.391.094.801.034)	Construction Cost
LABA KOTOR	1.538.495.603.774	-	1.538.495.603.774	GROSS PROFIT
Beban umum dan administrasi	(861.339.304.834)	(17.994.826.958)	(879.334.131.792)	General and administrative expenses
LABA USAHA	667.516.994.843	(23.653.931.767)	643.863.063.076	OPERATIONAL PROFIT
LABA SEBELUM PAJAK	566.880.570.959	(23.653.931.768)	543.226.639.191	PROFIT BEFORE TAXES
Beban (penghasilan) pajak:				Total expense (benefit)
Beban pajak penghasilan	(146.106.880.875)	22.020.732.645	(124.086.148.230)	Income tax expense
Manfaat pajak tangguhan	18.094.479.035	(51.589.131.727)	(33.494.652.692)	Deferred tax benefits
Jumlah beban pajak	(128.012.401.840)	(29.568.399.082)	(157.580.800.922)	Total tax expenses
LABA TAHUN BERJALAN	438.868.169.118	(53.222.330.849)	385.645.838.269	PROFIT FOR THE CURRENT YEAR
Penghasilan komprehensif lain:				Other comprehensive income
Pos-pos yang tidak akan direklasifikasi ke laba rugi				Items that will not be reclassified to profit or loss:
Pengukuran kembali atas program imbalan pasti/imbalan pasti	(11.346.131.021)	(84.221.330.299)	(95.567.461.320)	Actuarial gains (loss) of post-employment benefits
Pajak penghasilan terkait pos-pos yang akan direklasifikasi ke laba rugi	2.836.532.755	21.085.526.307	23.922.059.062	Income tax related to items it will not be reclassified to profit or loss
Pos-pos yang akan direklasifikasi ke laba rugi				Items that will be reclassified to profit or loss
Aset keuangan tersedia dijual	(169.234.700)	-	(169.234.700)	Financial assets available for sale
Pajak penghasilan terkait pos-pos yang akan direklasifikasi ke laba rugi	42.308.675	-	42.308.675	Income tax related to items that will be reclassified to profit or loss
Penghasilan komprehensif lain tahun berjalan	(8.636.524.291)	(63.135.803.992)	(71.772.328.283)	Other comprehensive income for current year
Jumlah laba komprehensif tahun berjalan	430.231.644.827	(116.358.134.841)	313.873.509.986	Total comprehensive income for Current year



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**46. PENYAJIAN KEMBALI FIGUR TAHUN LALU  
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**46. RESTATEMENT OF PRIOR YEAR  
CORRESPONDING FIGURES (Continued)**

	1 Januari 2019/January 1, 2019 31 Desember 2018/December 31, 2018			
	Sebelum Penyajian Kembali/ Before Restatement	Penyesuaian/ Adjustment	Sesudah Penyajian Kembali/ After Restatement	
LAPORAN POSISI KEUANGAN KONSOLIDASIAN				CONSOLIDATED STATEMENT OF FINANCIAL POSITION
<u>ASET</u>				<u>ASSETS</u>
ASET LANCAR				CURRENT ASSETS
Pajak dibayar dimuka	277.582.584.350	(70.924.095.948)	206.658.488.402	Prepaid taxes
Jumlah Aset Lancar	2.474.140.799.866	(70.924.095.948)	2.403.216.703.918	Total Current Assets
ASET TIDAK LANCAR				NON-CURRENT ASSETS
Aset tetap	7.740.584.441.759	(1.001.863.368.633)	6.738.721.073.126	Property and equipment
Aset tidak berwujud	114.682.874.657	914.326.810.331	1.029.009.684.988	Intangible assets
Aset pajak tangguhan	-	5.259.820.804	5.259.820.804	Deferred taxes
Jumlah Aset Tidak Lancar	7.899.027.500.752	(82.276.737.498)	7.816.750.763.254	Total Non-Current Assets
JUMLAH ASET	10.373.168.300.618	(153.200.833.446)	10.219.967.467.172	TOTAL ASSETS
<u>LIABILITAS DAN EKUITAS</u>				<u>LIABILITIES AND EQUITY</u>
LIABILITAS JANGKA PANJANG				LONG-TERM LIABILITIES
Liabilitas imbalan pasca kerja	136.941.767.552	56.720.560.005	193.662.327.557	Post employee benefit liabilities
Liabilitas pajak tangguhan	18.296.302.611	(12.035.636.603)	6.260.666.008	Deferred tax liabilities
Jumlah Liabilitas Jangka Panjang	3.219.672.968.597	44.684.923.402	3.264.357.891.999	Total Long-Term Liabilities
Jumlah Liabilitas	4.390.903.969.225	49.944.744.207	4.440.848.713.432	Total Liabilities
EKUITAS				EQUITY
Komponen ekuitas lainnya	105.840.180.583	(100.680.305.797)	5.159.874.786	Other equity components
Saldo laba	2.749.791.239.751	(119.413.110.618)	2.630.378.129.133	Retained earnings
Jumlah ekuitas yang dapat diatribusikan:				Total equity attributable:
Kepada pemilik entitas induk	5.969.182.541.826	(220.093.416.415)	5.749.089.125.411	The owners of parent entity
Kepentingan non-pengendali	13.081.789.567	16.947.838.762	30.029.628.329	Non-controlling interest

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**47. PENGUNGKAPAN TAMBAHAN ATAS AKTIVITAS  
INVESTASI DAN PENDANAAN NON-KAS**

**47. SUPPLEMENTAL DISCLOSURE ON NON-CASH  
INVESTING AND FINANCING ACTIVITIES**

	2020	2019	
Penambahan aset tetap dan aset takberwujud dari utang lain-lain kepada pihak ketiga	143.652.703.940	248.007.591.801	<i>Increase in property and equipment and Intangible assets from other accounts payable to third parties</i>
Biaya Pinjaman	173.983.501.996	157.379.107.204	<i>Borrowing Cost</i>
<b>JUMLAH</b>	<b>317.636.205.936</b>	<b>405.386.699.005</b>	<b>TOTAL</b>

**48. REKONSILIASI LIABILITAS YANG TIMBUL DARI  
AKTIVITAS PENDANAAN**

**48. RECONCILIATION OF LIABILITIES ARISING  
FROM FINANCING ACTIVITIES**

	Utang bank/ <i>Bank loan</i>	Liabilitas sewa/ <i>Lease liabilities</i>	Jumlah / <i>Total</i>	
<b>1 Januari 2019</b>	50.370.000.831	-	50.370.000.831	<b>1 January 2019</b>
Arus kas:				<i>Cashflows</i>
Pembayaran	(19.593.168.340)	-	(19.593.168.340)	<i>Repayment</i>
Perolehan	7.078.583.917	-	7.078.583.917	<i>Proceeds</i>
Non kas	-	-	-	<i>Noncash</i>
<b>31 Desember 2019</b>	<b>37.855.416.408</b>	<b>-</b>	<b>37.855.416.408</b>	<b>December 31, 2019</b>
Penerapan PSAK 73	-	16.793.142.767	16.793.142.767	<i>Adoption of PSAK 73</i>
Saldo 1 Januari 2020 setelah penerapan PSAK 73	-	16.793.142.767	16.793.142.767	<i>Balance January 1, 2020 after adoption PSAK 73</i>
Arus kas:				<i>Cashflows</i>
Pembayaran	(1.025.454.393.852)	(4.232.616.679)	(1.029.687.010.531)	<i>Repayment</i>
Perolehan	2.407.976.170.266	-	2.407.976.170.266	<i>Proceeds</i>
<b>31 Desember 2020</b>	<b>1.420.377.192.822</b>	<b>(12.560.526.088)</b>	<b>(1.357.226.886.094)</b>	<b>December 31, 2020</b>

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**49. PERISTIWA SETELAH TANGGAL LAPORAN  
POSISI KEUANGAN**

- Pada bulan November 2020, Presiden Republik Indonesia telah menandatangani pemberlakuan Undang-Undang (UU) Cipta Kerja yang akan berdampak pada perubahan nilai kewajiban imbalan kerja berdasarkan UU yang berlaku sebelum UU Cipta Kerja yaitu UU No. 13/2003 dikarenakan dasar perhitungan kewajiban imbalan kerja tersebut diatur lebih lanjut dalam Peraturan Pemerintah (PP) No. 35/2021 tentang Perjanjian kerja Waktu Tertentu, Alih Daya, Waktu Kerja, hubungan Kerja dan Waktu Istirahat, dan Pemutusan Hubungan Kerja, yang diundangkan pada tanggal 16 Pebruari 2021. Sampai dengan tanggal penyelesaian laporan keuangan konsolidasian ini, Grup masih mempelajari dampak dari penerapan PP tersebut serta pengaruhnya pada laporan keuangan konsolidasian Grup.
- Berdasarkan keputusan Menteri Badan Usaha Milik Negara selaku Rapat Umum Pemegang Saham Perusahaan Perseroan PT Pelabuhan Indonesia IV (Persero) No. SK-78/MBU/03/2021 tanggal 15 Maret, para pemegang saham menyetujui pemberhentian dengan hormat Bapak Muhammad Asyhari sebagai Direktur SDM PT Pelabuhan Indonesia IV (Persero). Pemegang saham juga menyetujui untuk mengangkat Bapak Ady Sutrisno sebagai direktur SDM PT Pelabuhan Indonesia IV (Persero) mulai tanggal 15 Maret 2021

**50. TANGGUNG JAWAB MANAJEMEN PERSEROAN  
ATAS LAPORAN KEUANGAN**

Manajemen Perseroan bertanggung-jawab atas penyusunan laporan keuangan konsolidasian dan telah menyetujui sesuai Surat Pernyataan Direksi tentang Tanggung Jawab atas Laporan Keuangan Konsolidasian PT Pelabuhan Indonesia IV (Persero) dan Entitas Anaknya tanggal 31 Desember 2020 dan untuk tahun yang berakhir pada tanggal tersebut untuk diterbitkan pada tanggal 9 April 2021.

**49. SUBSEQUENT EVENTS**

- In November 2020, the President of the Republic of Indonesia has signed the enactment of the Employment Creation Law (UU) which will have an impact on changes in the value of employee benefit obligations under the law that was in effect before the Employment Creation Law, namely Law No. 13/2003 due to the fact that the basis of calculation for employee benefits obligations is further regulated in an implementing Government Regulation (PP) No. 35/2021, Fixed-Term Employment Agreement, Outsourcing, Working Hours and Rest Hours, and Employment Relationship Termination which was enacted on February 16, 2021. As of the date of completion of these consolidated financial statements, the Group is still reviewing the impact of the implementation of the Government Regulations and the effect on the Group's consolidated financial statements.
- Based on decree of State Owned Enterprise Minister, as the Company's General Meeting of Shareholders, No. SK-78/MBU/03/2021 dated March 15, 2021, the shareholders agreed to the honorific dismissal of Mr. Syamsul Asyhari as Human and Resources Director of PT Pelabuhan Indonesia IV (Persero). The shareholders also agreed to appoint Mr. Ady Sutrisno as Human and Resources Director of PT Pelabuhan Indonesia IV (Persero) starting from March 15, 2021

**50. THE RESPONSIBILITY OF CORPORATE  
MANAGEMENT ON THE FINANCIAL  
STATEMENTS**

The Group's management is responsible for the preparation of the consolidated financial statements and has approved in accordance with Director's Representation Letter to the Responsibility on the Consolidated Financial Statements of PT Pelabuhan Indonesia IV (Persero) and Its Subsidiaries dated December 31, 2020 and for the year then ended for issue on April 9, 2021.

	31 Desember/ December 31 2020	31 Desember/ December 31 2019*)	1 Januari 2019/ 31 Desember 2018 January 1, 2019/ December 31, 2018*)	
<b>ASET</b>				<b>ASSETS</b>
<b>ASET LANCAR</b>				<b>CURRENT ASSETS</b>
Kas dan setara kas	566.973.098.970	375.912.410.150	1.810.146.339.145	Cash and cash equivalent
Aset keuangan lainnya	4.100.129.340	2.161.748.020	2.183.206.600	Other current financial assets
Piutang usaha- bersih				Trade receivables- net
Pihak ketiga	122.710.596.836	187.912.145.811	177.454.625.914	Third parties
Pihak berelasi	4.025.997.480	21.360.413.195	31.573.162.995	Related parties
Piutang lain-lain	74.285.440.297	38.244.113.354	11.634.985.595	Other account receivable
Persediaan	13.857.190.680	12.755.311.151	24.471.303.846	Inventories
Pajak dibayar dimuka	288.021.950.746	278.918.001.123	203.100.928.219	Prepaid taxes
Biaya dibayar dimuka dan uang muka	13.826.127.398	15.767.761.281	23.377.715.204	Advances and prepaid expenses
<b>Jumlah Aset Lancar</b>	<b>1.087.800.531.747</b>	<b>933.031.904.085</b>	<b>2.283.942.267.518</b>	<b>Total Current Assets</b>
<b>ASET TIDAK LANCAR</b>				<b>NON-CURRENT ASSETS</b>
Aset keuangan tidak lancar lainnya	3.134.827.833	1.481.319.657	1.391.521.431	Other non-current financial assets
Investasi pada entitas anak	141.536.848.441	164.737.765.421	114.681.651.416	Investments in subsidiaries
Investasi pada entitas asosiasi	33.091.848.492	32.969.427.451	32.588.154.877	Investments in associates
Properti investasi	9.890.464.159	9.562.920.414	8.752.503.889	Investment properties
Aset tetap	7.804.432.515.301	6.780.801.295.152	6.644.750.361.793	Property and equipment
Aset tidak berwujud	2.594.619.296.352	2.371.797.696.969	1.010.926.766.895	Intangible assets
Aset hak guna	12.550.439.702	-	-	Right of use assets
Aset tidak lancar lainnya	2.869.802.366	2.509.605.002	944.944.139	Other non-current assets
<b>Jumlah Aset Tidak Lancar</b>	<b>10.602.126.042.646</b>	<b>9.363.860.030.066</b>	<b>7.814.035.904.440</b>	<b>Total Non-Current Assets</b>
<b>JUMLAH ASET</b>	<b>11.689.926.574.393</b>	<b>10.296.891.934.151</b>	<b>10.097.978.171.958</b>	<b>TOTAL ASSETS</b>
<b>LIABILITAS DAN EKUITAS</b>				<b>LIABILITIES AND EQUITY</b>
<b>LIABILITAS JANGKA PENDEK</b>				<b>SHORT-TERM LIABILITIES</b>
Utang usaha	316.881.939.066	590.596.521.826	660.214.840.259	Trade payables
Beban akrual	284.399.993.066	238.620.993.172	241.110.884.837	Accrued expenses
Utang pajak	120.071.822.752	131.620.414.236	148.509.851.961	Tax payable
Liabilitas jangka panjang yang jatuh tempo dalam satu tahun:				Non current maturities of long-term liabilities:
Liabilitas sewa	6.039.094.475	-	-	Lease liabilities
Liabilitas keuangan jangka pendek lainnya	92.842.286.276	82.634.510.780	81.276.352.413	Other short-term financial liabilities
<b>Jumlah Liabilitas Jangka Pendek</b>	<b>820.235.135.635</b>	<b>1.043.472.440.014</b>	<b>1.131.111.929.470</b>	<b>Total Short-term Liabilities</b>
<b>LIABILITAS JANGKA PANJANG</b>				<b>LONG-TERM LIABILITIES</b>
Utang bank	1.394.475.999.935	-	-	Bank loan
Liabilitas sewa	8.517.692.781	-	-	Lease liabilities
Obligasi	2.996.198.724.027	2.995.391.922.603	2.994.585.121.179	Bond
Liabilitas imbalan pasca kerja	334.729.761.350	297.809.505.040	192.165.510.627	Post retirement liabilities
Liabilitas keuangan jangka panjang lain	6.096.509.729	8.782.773.295	23.488.642.064	Other long-term financial liabilities
Liabilitas pajak tangguhan	32.437.763.663	22.249.943.015	10.106.525.548	Deferred tax liabilities
<b>Jumlah Liabilitas Jangka Panjang</b>	<b>4.772.456.451.485</b>	<b>3.324.234.143.953</b>	<b>3.220.345.799.418</b>	<b>Total Long-Term Liabilities</b>
<b>Jumlah Liabilitas</b>	<b>5.592.691.587.120</b>	<b>4.367.706.583.967</b>	<b>4.351.457.728.888</b>	<b>Total Liabilities</b>
<b>EKUITAS</b>				<b>EQUITY</b>
Modal saham - nilai nominal				Share capital - par value of
Rp 1.000.000 per saham untuk saham Seri A Dwiwarna dan saham Seri B				Rp 1,000,000 per share for Series A Dwiwarna share and Series B Shares
Modal dasar - 1 saham Seri A Dwiwarna dan 9.999.999 saham Seri B tahun 2020 dan 2019				Authorized - 1 Series A Dwiwarna and 9,999,999 Series B shares
Modal ditempatkan dan disetor penuh 1 saham Seri A Dwiwarna dan 3.112.084 saham Seri B tahun 2020 dan 2019	3.112.085.000.000	3.112.085.000.000	3.112.085.000.000	Issued and fully paid - 1 Series A Dwiwarna and 3,211,084 Series B in 2020 and 2019
Modal lainnya	1.466.121.492	1.466.121.492	1.466.121.492	Other capital
Komponen ekuitas lainnya	-	5.032.948.761	5.159.874.786	Other equity components
Saldo laba	2.983.683.865.782	2.810.601.279.931	2.627.809.446.792	Retained earnings
<b>Jumlah Ekuitas</b>	<b>6.097.234.987.274</b>	<b>5.929.185.350.184</b>	<b>5.746.520.443.070</b>	<b>Total Equity</b>
<b>JUMLAH LIABILITAS DAN EKUITAS</b>	<b>11.689.926.574.394</b>	<b>10.296.891.934.151</b>	<b>10.097.978.171.958</b>	<b>TOTAL LIABILITIES AND EQUITY</b>

\*) Disajikan kembali

\*\*)Disajikan dengan metode ekuitas

\*) As restated

\*\*)Presented with equit method

PT PELABUHAN INDONESIA IV (PERSERO) DAN ENTITAS ANAK  
 INFORMASI TAMBAHAN TERSENDIRI ENTITAS INDUK  
 LAPORAN LABA RUGI DAN PENGHASILAN  
 KOMPREHENSIF LAIN INDUK\*\*) UNTOUR TAHUN YANG BERAKHIR 31 DESEMBER 2020  
 (Disajikan dalam Rupiah)

PT PELABUHAN INDONESIA IV (PERSERO) AND ITS SUBSIDIARIES  
 SUPPLEMENTARY INFORMATION PARENT ONLY  
 PARENT ONLY STATEMENTS OF PROFIT OR LOSS  
 AND OTHER COMPREHENSIVE INCOME\*\*) FOR THE YEARS ENDED DECEMBER 31, 2020  
 (Expressed in Rupiah)

	2020	2019*)	
Pendapatan usaha	3.320.311.403.493	3.318.794.031.181	Revenues
Pendapatan konstruksi	252.494.984.469	1.391.094.801.034	Construction Revenue
Beban pokok pendapatan	(2.019.022.432.972)	(1.872.288.275.880)	Cost of revenues
Beban konstruksi	(252.494.984.469)	(1.391.094.801.034)	Construction Cost
<b>LABA KOTOR</b>	<b>1.301.288.970.521</b>	<b>1.446.505.755.301</b>	<b>GROSS PROFIT</b>
Pendapatan non usaha	128.005.793.717	197.732.265.630	Net operating income
Beban pemasaran	(130.785.067.683)	(104.826.009.333)	Marketing expenses
Beban umum dan administrasi	(763.404.956.475)	(866.849.917.590)	General and administrative expenses
Beban non usaha	(24.582.560.689)	(44.106.391.669)	Non operating expenses
<b>LABA USAHA</b>	<b>510.522.179.391</b>	<b>628.455.702.339</b>	<b>OPERATIONAL PROFIT</b>
Beban keuangan	(140.893.695.510)	(93.342.531.891)	Finance expenses
<b>LABA SEBELUM PAJAK</b>	<b>369.628.483.881</b>	<b>535.113.170.448</b>	<b>PROFIT BEFORE TAXES</b>
Beban (penghasilan) pajak:			Tax expenses (income):
Beban pajak penghasilan	(65.977.794.913)	(114.213.420.000)	Income tax expense
Manfaat pajak tangguhan	(23.214.652.766)	(36.063.536.603)	Deferred tax benefits
Jumlah beban pajak	(89.192.447.679)	(150.276.956.603)	Total tax expenses
<b>LABA TAHUN BERJALAN</b>	<b>280.436.036.202</b>	<b>384.836.213.845</b>	<b>PROFIT FOR THE CURRENT YEAR</b>
Penghasilan komprehensif lain:			Other comprehensive income
Pos-pos yang tidak akan direklasifikasi ke laba rugi			Items that will not be reclassified to profit or loss:
Pengukuran kembali atas program imbalan pasti	(29.346.647.739)	(95.511.241.842)	Actuarial gains (loss) of post-employment benefits
Pajak penghasilan terkait pos-pos yang akan direklasifikasi ke laba rugi	13.026.832.118	23.920.119.136	Income tax related to items that will not be reclassified to profit or loss
	(16.319.815.621)	(71.591.122.706)	
Pos-pos yang akan direklasifikasi ke laba rugi			Items that will be reclassified to profit or loss
Aset keuangan tersedia dijual	-	(169.234.700)	Financial assets available for sale
Pajak penghasilan terkait pos-pos yang akan direklasifikasi ke laba rugi	-	42.308.675	Income tax related to items that will be reclassified to profit or loss
	-	(126.926.025)	
Penghasilan komprehensif lain tahun berjalan	(16.319.815.621)	(71.718.048.731)	Other comprehensive income for current year
<b>JUMLAH PENGHASILAN KOMPREHENSIF TAHUN BERJALAN</b>	<b>264.116.220.581</b>	<b>313.118.165.114</b>	<b>TOTAL COMPREHENSIVE INCOME FOR CURRENT YEAR</b>

\*) Disajikan kembali (Catatan )

\*\*) Disajikan dengan metode ekuitas

\*) As restated (Note )

\*\*) Presented with equit method



	Modal saham yang ditempatkan dan disetor penuh/ Issued and fully paid-in shares capital	Tambahkan modal disetor/ Modal lainnya/ Other paid-in capital	Saldo laba/ Retained earnings		Jumlah/ Total	Komponen ekuitas lainnya/ Other equity components	Jumlah Ekuitas/ Total Equity	
			Telah ditentukan penggunaannya/ Appropriated	Belum ditentukan penggunaannya/ Unappropriated				
Saldo per 1 Januari 2019 sebelum penyesuaian	3.112.085.000.000	1.466.121.492	2.485.378.638.513	223.737.755.379 (81.306.947.100)	5.822.667.515.384 (81.306.947.100)	106.056.711.331 (100.896.836.545)	5.928.724.226.715 (182.203.783.645)	Balance as of January 1, 2019 before restatement Adjustment
Saldo per 1 Januari 2019 setelah penyesuaian*)	3.112.085.000.000	1.466.121.492	2.485.378.638.513	142.430.808.279	5.741.360.568.284	5.159.874.786	5.746.520.443.070	Balance as of January 1, 2019 after restatement*)
Laba bersih tahun berjalan	-	-	-	384.836.213.845	384.836.213.845	-	384.836.213.845	Net income for current year
Kerugian aktuarial	-	-	-	(71.591.122.706)	(71.591.122.706)	-	(71.591.122.706)	Actuarial gains
Penulihan nilai aset keuangan	-	-	-	-	-	(126.926.025)	(126.926.025)	Recovery value of financial assets
Penetapan dividen	-	-	-	(130.453.258.000)	(130.453.258.000)	-	(130.453.258.000)	Dividends declared
Peningkatan cadangan	-	-	195.679.885.375	(195.679.885.375)	-	-	-	Reserve increased
Saldo per 31 Desember 2019 setelah penyesuaian	3.112.085.000.000	1.466.121.492	2.681.058.523.888	129.542.756.043	5.929.185.350.184	5.032.948.761	5.929.185.350.184	Balance as of December 31, 2019 after restatement
Penyesuaian dan implementas standar baru	-	-	-	(7.075.188.968)	(7.075.188.968)	(5.032.948.761)	(12.108.137.729)	Adjustment and Implementation new accounting standard
Laba bersih tahun berjalan	-	-	-	280.436.036.202	280.436.036.202	-	280.436.036.202	Net income for current year
Kerugian aktuarial	-	-	-	(16.319.815.621)	(16.319.815.621)	-	(16.319.815.621)	Actuarial gains
Pembayaran Dividen	-	-	-	(83.958.445.763)	(83.958.445.763)	-	(83.958.445.763)	Dividends declared
Peningkatan cadangan	-	-	354.828.886.676	(354.828.886.676)	-	-	-	Reserve increased
Saldo per 31 Desember 2020	3.112.085.000.000	1.466.121.492	3.035.887.410.564	(52.203.544.782)	6.097.234.987.274	-	6.097.234.987.274	Balance as of December 31, 2020

\*) Disajikan kembali

\*\*) Disajikan dengan metode ekuitas

\*) As restated

\*\*) Presented with equit method

PT PELABUHAN INDONESIA IV (PERSERO) DAN ENTITAS ANAK  
 INFORMASI TAMBAHAN TERSENDIRI ENTITAS INDUK  
 LAPORAN ARUS KAS  
 UNTUK TAHUN YANG BERAKHIR 31 DESEMBER 2020  
 (Disajikan dalam Rupiah)

PT PELABUHAN INDONESIA IV (PERSERO) AND ITS SUBSIDIARIES  
 SUPPLEMENTARY INFORMATION OF PARENT ONLY  
 CONSOLIDATED STATEMENTS OF CASH FLOWS  
 FOR THE YEAR ENDED DECEMBER 31, 2020  
 (Expressed in Rupiah)

	2020	2019	
<b>ARUS KAS DARI AKTIVITAS OPERAS</b>			<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>
Penerimaan dari:			Receipt for:
Pelanggan	3.551.884.193.230	3.390.320.111.374	Customer
Pembayaran kas kepada:			Cash payment to:
Pemasok dan pihak ketiga lainnya	(2.372.198.550.828)	(1.706.136.254.263)	Suppliers and other thirs parties
Direksi dan karyawan	(382.552.395.453)	(406.042.047.895)	Directors and employees
<b>Jumlah dari Hasil Operasional</b>	<b>797.133.246.949</b>	<b>1.278.141.809.216</b>	<b>Cash Generated from Operating Activities</b>
Penerimaan bunga	12.960.391.567	60.705.601.876	Interest received
Penerimaan lainnya	60.353.937.476	34.394.133.915	Other receipts
Pembayaran bunga	(378.718.987.033)	(557.293.007.802)	Interest expenses
Pembayaran pajak	(86.630.336.020)	(599.960.071.342)	Tax payment
<b>Arus Kas Bersih Diperoleh dari Aktivitas Operasi</b>	<b>405.098.252.939</b>	<b>215.988.465.863</b>	<b>Net Cash Flows Provided by Operating Activities</b>
<b>ARUS KAS DARI AKTIVITAS INVESTASI</b>			<b>CASH FLOWS FROM INVESTMENT ACTIVITIES</b>
Penerimaan deviden anak perusahaan	6.466.693.547	4.005.281.868	Dividend receipt of subsidiaries
Pembelian aset tetap	(1.544.091.144.016)	(1.484.121.765.549)	Acquisition of fixed asset
Tambahan Modal Anak Perusahaan	-	(35.000.000.000)	Disbursement of Deposit
<b>Arus Kas Bersih Digunakan untuk Aktivitas Investasi</b>	<b>(1.537.624.450.469)</b>	<b>(1.515.116.483.681)</b>	<b>Net Cash Flows Used in Investment Activities</b>
<b>ARUS KAS DARI AKTIVITAS PENDANAAN</b>			<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>
Penerimaan dari:			Received:
Pinjaman bank	2.407.975.999.935	-	Bank loan
Pembayaran:			Payments
Pembayaran pinjaman	(1.013.500.000.000)	-	Bank loan - principal
Pembayaran dividen	(83.958.445.763)	(130.453.258.000)	Dividend payment
<b>Arus Kas Bersih Diperoleh dari (Digunakan untuk) Aktivitas Pendanaan</b>	<b>1.310.517.554.172</b>	<b>(130.453.258.000)</b>	<b>Net Cash Flows Provided by (Used in) Financing Activities</b>
Perubahan selisih kurs atas kas dan setara kas	13.069.332.178	(4.652.653.176)	Difference in foreign on Cash and Cash
<b>PENURUNAN BERSIH KAS DAN SETARA KAS</b>	<b>191.060.688.820</b>	<b>(1.434.233.928.994)</b>	<b>NET DECREASE IN CASH AND CASH EQUIVALENTS</b>
<b>KAS DAN SETARA KAS - SALDO AWAL</b>	<b>375.912.410.150</b>	<b>1.810.146.339.144</b>	<b>CASH AND CASH EQUIVALENTS - BEGINNING BALANCE</b>
<b>KAS DAN SETARA KAS - SALDO AKHIR</b>	<b>566.973.098.970</b>	<b>375.912.410.150</b>	<b>CASH AND CASH EQUIVALENTS - ENDING BALANCE</b>

PT PELABUHAN INDONESIA IV (PERSERO) DAN ENTITAS ANAK  
 INFORMASI TAMBAHAN TERSENDIRI ENTITAS INDUK  
 CATATAN INVESTASI ENTITAS INDUK  
 DALAM ENTITAS ANAK  
 UNTUK TAHUN YANG BERAKHIR 31 DESEMBER 2020  
 (Disajikan dalam Rupiah)

PT PELABUHAN INDONESIA IV (PERSERO) AND ITS SUBSIDIARIES  
 SUPPLEMENTARY INFORMATION OF PARENT ONLY  
 NOTE ON PARENT ENTITY'S  
 INVESTMENT IN SUBSIDIARIES  
 FOR THE YEAR ENDED DECEMBER 31, 2020  
 (Expressed in Rupiah)

Rincian investasi pada entitas anak dan asosiasi dengan metode ekuitas adalah sebagai berikut:

Details of investments in subsidiaries and associates equity method are as follows:

Entitas anak/ Subsidiaries	Lokasi/ Domicile	Kegiatan usaha/ Main business activities	% Kepemilikan/ Ownership Percent		Tahun operasi/ komersil/ Start of commercial operation	Total Ekuitas/ Total equity	
			2020	2019		2020	2019
PT Kallin Kariangau Terminal	Balikpapan, Kalimantan Timur/ East Kalimantan	Terminal peti kemas/ Container terminal	50,00%	50,00%	2012	70.500.580.253	102.088.890.559
PT Equiport Inti Indonesia	Makassar, Sulawesi Selatan/ South Sulawesi	Jasa pemeliharaan/ Maintenance services	99,29%	99,29%	2012	48.769.883.458	46.725.785.651
PT Nusantara Terminal Services	Makassar, Sulawesi Selatan/ South Sulawesi	Bongkar muat/ Loading unloading	99,16%	99,16%	2013	55.828.579.777	50.549.111.412
PT Intan Sejahtera Utama*)	Makassar, Sulawesi Selatan/ South Sulawesi	Penyediaan jasa ketenagakerjaan/ Employment services provider	98,76%	98,76%	2019	7.335.653.472	2.205.731.835
PT Terminal Petikemas Indonesia**)	Jakarta/ Jakarta	Terminal peti kemas/ Container terminal	25%	25%	-	132.981.806.351	132.492.122.189

\*) Kepemilikan tidak langsung/Indirect ownership

\*\*) Asosiasi / Associated





**PELINDO 4**

*Great Ports, Great Connectivity, Great Indonesia*

**PT Pelabuhan Indonesia IV (Persero)**

Jl. Soekarno No. 1  
Makassar 90173  
Selawesi Selatan  
Indonesia