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DAIDAN
Tbk

MITRABAHTERA
SEGARA
SEJATI Tbk



Synergy for Sustainability

2024
Sustainability
Report





MITRABAHTERA
SEGARA
SEJATI Tbk

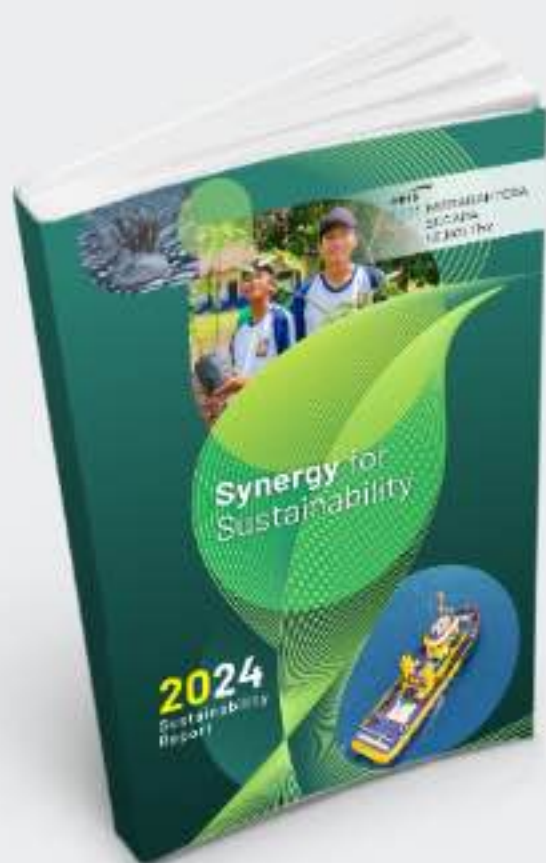
Statement and Limitation of Liability

This Sustainability Report contains information on plans, strategies, performance, and objectives related to the economic, social, and environmental aspects of PT Mitrabahtera Segara Sejati Tbk ("the Company"). Any prospective statements contained in this Sustainability Report are made based on various assumptions regarding current conditions and predicted conditions future in the business environment in which the Company conducts business activities. The Company does not guarantee that documents whose validity has been confirmed will bring certain results as expected.

Cover Story

We understand that an initiative to move forward in facing challenges will not be successful if it is carried out without a strong direction and vision. The desire to continue to grow must also be accompanied by synergistic efforts from each party involved in a shared journey framework. Sustainable growth requires deep synergy between all parties involved—from management, ship crew, to external parties—in an integrated framework that is oriented towards future goals.

The Company continues to strengthen its identity and business performance with an increasingly mature and focused approach, especially in integrating sustainability principles into business strategies. The Company realizes that to maintain and improve this achievement, it is not enough to rely on a solid business foundation, but also requires harmonious synergy between all internal elements and external stakeholders. This is important to ensure that every service in the Company's portfolio can be provided in a superior and responsible manner. With a commitment to sustainability, the Company is increasingly confident in treading a long-term business direction that not only focuses on economic growth, but also pays attention to social and environmental impacts, as a form of real contribution to sustainable development.



Sustainability Highlights



Year	Number of Employees
2024	144
2023	164
2022	175



Employee Status 2024			
Categories	Male	Female	Total
Permanent Employee	76	56	134
Non-permanent Employee	8	2	10



Last Time Injury Frequency Rate (LTIFR)	0
Total Recordable Injury Rate (TRIR)	0,19
Free Man Hours	5.364.307
Fatality Rate	0



Year	Local Supplier	All Suppliers	Percentage
2024	111	215	51,63%
2023	109	201	54,23%
2022	224	396	56,56%



Usage Amount

Year	Sheets
2024	38.000
2023	42.000
2022	71.000



24.960 Ton
Fresh water consumption
in fleet 2024



Rp 23.175.000,00
Environmental
Management Cost (Waste)

12.25 Ton



50.40 Ton



7.85 Ton



Waste



Emissions	2024	2023	2022
All Scopes	56.426,0 ton CO ₂ eq	37.355,3 ton CO ₂ eq	30.114,9 ton CO ₂ eq
Intensity (Emissions/ Profit)	0,04 kg CO ₂ eq/Rp	0,01 kg CO ₂ eq/Rp	0,07 kg CO ₂ eq/Rp



Forest Ranger
1.000
for planting
Students
Tree



1.200
Number of New Coral
Reefs Transplanted

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Board of Directors Report

Dengan penuh rasa syukur, kami menyampaikan Laporan Keberlanjutan PT MitraBaktera Segara. With gratitude, we present the 2024 Sustainability Report of PT MitraBaktera Segara Sejati Tbk (MBSS). This year marks an important milestone for the Company in reinforcing its commitment to Environmental, Social, and Governance (ESG) principles across all aspects of its operations. As a provider of sea transportation and transshipment services for commodities—particularly coal and nickel—the Company recognizes its strategic role in supporting sustainable development in Indonesia.

In carrying out its business activities, the Company always balances our economic growth, environmental preservation, and social empowerment. The Company not only focuses on short-term profitability, but also continues to build a strong governance foundation, encourage diversity and inclusion, and raise awareness of the environmental impact of every business decision.

The Company applies the principles of good corporate governance as a foundation in running its business. The Company has committees that are responsible for overseeing and ensuring compliance with regulations and maintaining integrity in every business activity. The implementation of GCG is believed to be able to strengthen the impact of the Company's role in various aspects of development.

In this 2024 Sustainability Report, the Company combines the use of the latest 2021 version of the GRI Universal Standards framework, as an international standard, with the Company's obligation at the national level to base reporting by referring to POJK No. 51/2017 concerning the implementation of Sustainable Finance for Financial Services Institutions, issuers, and Public Companies, which is detailed in SEOJK regulation No. 16/2021. We also report that all information disclosed in this report has gone through the company's internal verification process. In the following years, the Company opened up opportunities for the implementation of assurance for our sustainability reports in order to improve the quality assurance and reliability of reporting.



Dear Esteemed Stakeholders,

In our business, the Company has succeeded in maintaining efficient and reliable operations, meeting market needs, and contributing to the supply chain that supports national economic stability. Despite facing global challenges, we remain focused on achieving the sustainability targets that have been set.

In an effort to improve operational efficiency and support sustainability, the Company has adopted the latest technology, including satellite-based vessel tracking systems and the use of satellite internet services to improve connectivity in remote operational locations. This step allows for real-time fleet monitoring, improves coordination, and supports faster and more accurate decision-making.

In the context of sustainability, as is known, coal is still the backbone of Indonesia's national energy security and exports. In 2024, Indonesia's coal production is projected to reach more than 750 million tons, with the majority allocated for export needs. This figure shows the high dependence of the national economy on coal transportation, 99% of which is by sea.

Nickel, on the other hand, is a key commodity in the global energy transition ecosystem, especially for electric vehicle (EV) batteries and clean energy infrastructure. Indonesia is the world's largest nickel producer, and global demand for nickel is growing in line with the net-zero targets of various countries.

The sea transportation industry, such as that run by the Company, allows these commodities to be transported efficiently from inland mining areas to export ports, connecting the upstream sector with global markets and contributing directly to national GDP growth, job creation, and foreign exchange earnings.

We see that the Company's business sector contribution, in marine logistics operations, can open access to remote areas, especially in areas where the economy of the region has not previously developed strongly. Shipping infrastructure and logistics transportation create positive social impacts, ranging from port development, local employment, to increasing access to education and health services through the company's CSR program. This economic contribution can only occur if the company can maintain its stable financial performance.

In 2024, the Company recorded revenue of IDR830.5 billion, a decrease compared to the previous year's revenue of IDR964.0 billion. This decrease reflects the challenges in the marine transportation services sector, especially for commodities such as coal and nickel. Meanwhile, the Company's net profit was recorded at IDR295.4 billion, slightly down from IDR375.5 billion in 2023. This decrease is in line with the decrease in revenue and reflects the margin pressures faced by the Company in its operations.

The development of the Company's financial condition, however, still shows that the Company's business still provides benefits that can support the Company's role in various aspects of sustainable development. The Company implements a strict Quality, Health, Safety, and Environment (QHSE) policy to ensure occupational safety and environmental protection. In addition, the Company is active in sustainability programs that focus on education, health, community development, and environmental preservation.



The Company's concern for the environment is also carried out through a series of environmentally friendly practices that focus on efficient use of resources, such as efforts to reduce the amount of waste, efficient use of water, electricity, and paper materials. In 2024, the Company again calculates emissions for material business activities throughout the Company's Scope. The Company reported that the amount of emissions sourced from all measured Scopes was 30,116.9 tons of CO₂eq, which was smaller than the previous year's 37,350.3 tons of CO₂eq. This decrease is mainly due to the Company's success in reducing additional emissions from Scope 1, both from fleet fuel and land operational vehicles. The Company's emission intensity showed a fairly good decline. When compared to the amount of profit obtained by the Company, the Company's emission intensity is 0.57 kg CO₂eq/Rp, smaller than the previous year which was 0.59 CO₂eq/Rp.



To achieve various positive records, the Company realizes that this can only be achieved if supported by the performance of employees who always give their best efforts. The Company is committed to developing employee capabilities through ongoing training programs that cover technical, occupational safety, and leadership aspects. The Company also encourages employee empowerment through the development of clear career paths and fair and transparent performance assessments. At the same time, the Company also strives to offer equal opportunities for every employee, regardless of gender, race and religion.

We believe that sustainability is the key to realizing continuous business growth and creating long-term positive value for all stakeholders. With a collaborative spirit and strong commitment, the Company will continue to innovate and contribute to building a greener and more inclusive future.

The Company is committed to continuously improving sustainability performance through innovation, operational efficiency, and positive contributions to society and the environment. We believe that with integrity, collaboration, and strong commitment, the Company can continue to provide added value to all stakeholders.

All of our achievements are inseparable from the support and good and solid cooperation of the Company's employees to jointly maintain the company's image in the eyes of customers and the surrounding community. Finally, on behalf of the Company's Board of Directors, we express our highest gratitude and appreciation to all employees, as well as all stakeholders for their cooperation and support for the Company's sustainable business development.

On Behalf of the Board of Directors

Armand Setiawan Tanudjaja
President Director

Company's Profile

“As an integral part of the national energy supply chain, our Company is committed to supporting sustainable development in Indonesia through efficient operations that are environmentally responsible and focused on safety and social accountability. Amid growing demands for energy transition and sustainable business practices, we continue to prioritize innovation to minimize our carbon footprint and improve fuel efficiency, which aligns with national development goals.”



The Company at Glimpse

Company Name	PT MitraBatera Segara Sejati Tbk
Type/Company Legal Entity	Public Listed Company
Ticker Code	MBSS
Listing Date on the Indonesia Stock Exchange	April 6, 2011
Line of Business	Sea Transportation Services
Company/Subsidiaries Core Product	Sea Transportation and Transshipment Services
Number of employees	144
Date of Establishment	24 Maret 1994
Ownership	PT Galley Adhika Arinawana (82,5%) Suwantara Gotama (5,55%) Masyarakat / Public (11,95%)
Authorised Capital	Rp600.000.000.000
Issued and Fully Paid-in Capital	Rp175.002.663.900
Company Address	Autograph Tower Thamrin Nine Complex Jl. MH. Thamrin No. 10 Tanah Abang, Jakarta 10230
Phone	(62-21) 50603688
Email	corporate.secretary@mbss.co.id investor.relations@mbss.co.id
Website	www.mbss.co.id

PT Mitrabahtera Segara Sejahtera Tbk ("the Company") was established in Jakarta, Indonesia in 1994, as a shipping company. The Company was established based on notarial deed No. 107 of Darbi, S.H., dated March 24, 1996. The Deed of Establishment was approved by the Minister of Justice of the Republic of Indonesia in his Decree No. C2-10.152.HT.01.01.Th.96 dated November 6, 1996. The Company's Articles of Association have been amended several times, most recently by Notarial Deed No. 5 dated on June 10, 2024 of Engawati Gazali, S.H., notary public in Jakarta.

The Company has developed into one of the leading sea transportation and transshipment services companies in Indonesia which provides integrated solutions for sea transportation of bulk goods, especially coal and nickel.

In 2011, the Company was successfully listed on the Indonesia Stock Exchange by applying international operating standards and maritime best practices, the Company is committed to sustainable growth and excellence through its business strategy and efficient operations to ensure reliable services and win-win solutions for the parties.

Business Activities

The Company provides sea transportation and transshipment services for bulk materials particularly coal and nickel. The Company operates fleets consist of tugs and barges as well as floating cranes, enabling it to provide integrated sea transportation and transshipment solutions.

Product and Services of The Company

1. Tug Boat & Barge Operations
Transport of cargo between the loading port and unloading port. Transport from loading port to anchorage point for transshipment.
2. Transshipment
Transfer of coal from barge to vessel (bulk carriers).

The Company's Fleets

The Company manages a large number of fleets of tug boats, barges, floating cranes and a support vessel to ensure efficient and reliable sea transportation and transshipment services. The Company's fleet fulfills the classification requirements of either Indonesia Classification Bureau (BK), Registro Italiano Navale (RINA), Nippon Kaiji Kyokai (NK), American Bureau of Shipping (ABS) and Bureau Veritas (BV). The Company's barge sizes range between 250-350 ft and tug boat engine capacity ranges between 1200 HP to 2800 HP.



Company's Operational Areas



Vision, Mission and Values

Vision

To be the premier provider of service excellence across our diversified portfolio with a global presence and becoming the pride of Indonesia.

Mission

- Deliver energy with safety and excellence.
- Foster and empower quality talent.
- Harness the power of digital and data.

Values

Integrity

Honest with oneself, others, know and do what is right.

Collaboration

Actively contributing and working together with others based on trust and shared interest rather than personal interests.

Agility

Growth mindset, continuously improve and creatively solving the problem.

Performance Excellence

Deliver outstanding achievement.

Awareness

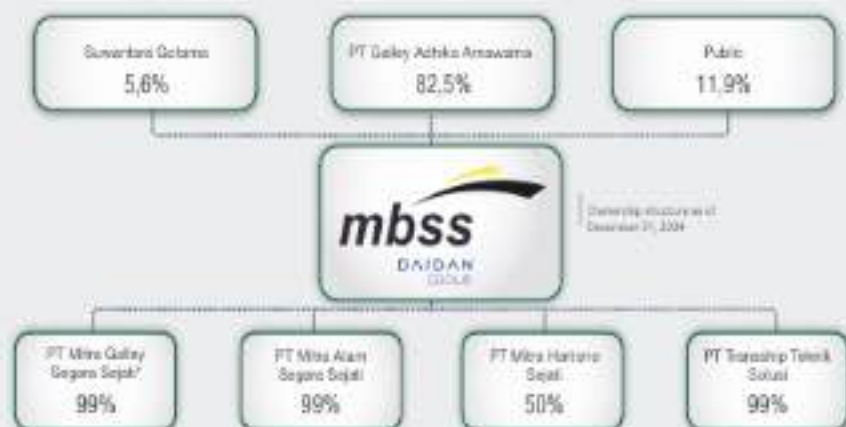
Prioritize care, empathy and active listening when interacting with each other, customers and communities.

The Company's Business Scale

Description	2024	2023	2022	Unit
Number of Employees	144	184	175	Person
Total Operating Profit	295,64	375,91	402,49	Billion Rupiah
Capitalization				
Liabilities	446,84	558,88	391,47	Billion Rupiah
Equity	3.547,21	3.249,92	2.927,67	Billion Rupiah
Total Asset	3.994,06	3.808,80	3.319,14	Billion Rupiah

Share Ownership Structure

Share ownership as of December 31, 2024 is as follows:



* The subsidiary name PT Mitra Galley Segara Sejahtera (MGSS) merged with PT Mitra Alam Segara Sejahtera (MASS) on December 31, 2024.

Subsidiaries

The profile of the Company's subsidiaries, whose financial statements are consolidated at the end of the reporting period, is as follows:

PT Mitra Galley Segara Sejahtera (MGSS)

PT Mitra Alam Segara Sejahtera (MASS)

PT Mitra Hartono Sejahtera (MHS)

PT Transship Teknik Solusi

Association Membership

The Company has been members in some associations as follows:

Association Name	Status	Scale
INSA – Indonesian National Shipowners' Association	Member	Nasional
ICSA – Indonesia Corporate Secretary Association	Member	Nasional
KADIN – Kamar Dagang dan Industri Indonesia	Member	Nasional

Company Address

As a leading Indonesian energy shipping company, particularly coal and nickel, the Company maintains offices in Jakarta as well as a regional office in Kalimantan.

Head Office

PT Mirabahera Segara Sejahtera Tbk
Autograph Tower, Thamrin Nine Complex
Jl. MH Thamrin No. 10
Tanah Abang, Jakarta - 10230
Tel: +62 21 50603688
corporate.secretary@mbss.co.id
investorrelations@mbss.co.id

Banjarmasin

Jl. Japri Zam Zam No. 3, Kel. Belitung Selatan,
Kec. Banjarmasin Barat, Banjarmasin, Kalimantan
Selatan, 70116

Kendari

Jl. Malaka Anduonohu, Poasij, Sulawesi
Tenggara

Weda

Jl. Trans Halmahera Dusun 2, Desa Wera, Kec.
Weda, Kab. Halmahera Tengah

Sepapah

Desa Mangalau Hulu RT 03 No. 53, Dusun I Kec.
Kelumpang, Kab. Kota Baru, 72183



About Sustainability Report

The Sustainability Report is a report that contains information on the Company's performance on economic, environmental and social aspects which are carried out within a specified period of one financial year. In addition to shareholders, this report is also aimed at stakeholders as a form of corporate responsibility which is conveyed in a transparent manner. The preparation of this Sustainability Report also aims to communicate the Company's commitment to running a sustainable business.

This Sustainability Report 2024 is the ninth Company's sustainability report which is published within the annual time frame for the Company's financial and non-financial performance starting from January 1 - December 31, 2024. The Company is also committed to publishing this report in the coming years so that it is hoped stakeholders will be able to obtain complete information with comparable indicators and data. The Company also disclosed that there is no need to re-disclose report data.



In order to strengthen the Company's commitment to contributing to sustainable development initiatives, this report uses the latest version of the GRI Universal Standards 2021 framework, which is an improvement from the previous 2016 version. This new standard becomes a reference for the Company starting from the basis, general disclosures and material topics to be reported in accordance with the provisions of the existing GRI standards. In addition, this report is also prepared with reference to POJK Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies, which is detailed in SEDJK No. 16 of 2021, in order to support the realization of national sustainable development by prioritizing harmony between economic, social and environmental aspects in business practices in Indonesia.

In the context of reporting and the scope of its reference sources, the Company uses the Company's consolidated financial statements as the basis for the scope of this sustainability report. Meanwhile, for non-financial reporting data, the Company states that not all disclosures use consolidated data with subsidiaries, but depend on the availability of data and ongoing business processes. Therefore, every reference to the Company's business activities mentioned in this Sustainability Report refers to the Company's business activities carried out unless specifically stated with subsidiaries or the parent company. The Company continues to strive to improve the recording and compilation of the Company's sustainability data in order to continuously improve the quality of disclosures in the future.

The measurement of financial performance disclosed in this report is prepared in accordance with the Financial Accounting Standards applicable in Indonesia, while for social and environmental performance, the Company uses measurement techniques that are standard and widely understood. All information disclosed in this report has gone through the Company's internal verification process so that it can be relied upon for evaluation and decision-making processes.

To make it easier to analyze the conformity of this report with the basic GRI Standard, the Company also presents the 'GRI Standard Content Index' at the end of this section of the report. In order to facilitate the integration of disclosures with OJK standards, the Company aligns this content index through cross-references of the two standards, so that readers can find a unified integrated report disclosure. For further information and clarification, stakeholders can contact the Company's address as the following:

Autograph Tower



Thamrin Nine Complex
Jl. MH. Thamrin No. 10
Tanah Abang, Jakarta 10230
Telepon: (62-21) 50603688
Surel: corporate.secretary@mbss.co.id
investorrelations@mbss.co.id
Laman: www.mbss.co.id



Disclosure of Material Topics

In an effort to determine the material topics to be reported in this Sustainability Report, the Company carries out a series of processes of identifying, assessing, determining and evaluating existing issues. Since it was first implemented in 2016, the Company has tried to continue to make improvements to the selection of existing material topics. In general, the process carried out by the Company is as follows:

1. Analysis of the business context

The Company has begun the process of compiling this report by making an overview of the Company's activities and business relationships which it felt could have actual and potential impacts.

2. Impact identification

The Company then has identified actual and potential impacts from an economic, social and environmental perspective for the Company together with a consultant as a third party. The implementation of this process refers to the principles of a sustainable context and the possible impact on stakeholders.

3. Assessment of the significance of the impact

The list of impacts that have been collected is then assessed one by one on a priority scale to determine the most material or important aspects for the Company.

4. Priority

This process is carried out by assessing the priority list that has been carried out to validate that the identified aspects are indeed a priority in reporting. At this stage, the Company has been able to provide an overview of the Material Topic matrix which is the main basis for determining reports in this report.

In determining the topic of the Sustainability Report, the Company first conducted internal discussions through Focus Group Discussion (FGD) activities together with various relevant divisions in several proposed topics. In these discussions, each division conveyed its views, as well as representing various inputs and aspirations from external parties who have interacted with them so far. In the 2024 reporting year the Company has used the similar material topics as in previous years, apart from the fact that they are still relevant to the Company's development, it is also hoped that stakeholders can compare the indicator data reported each period.

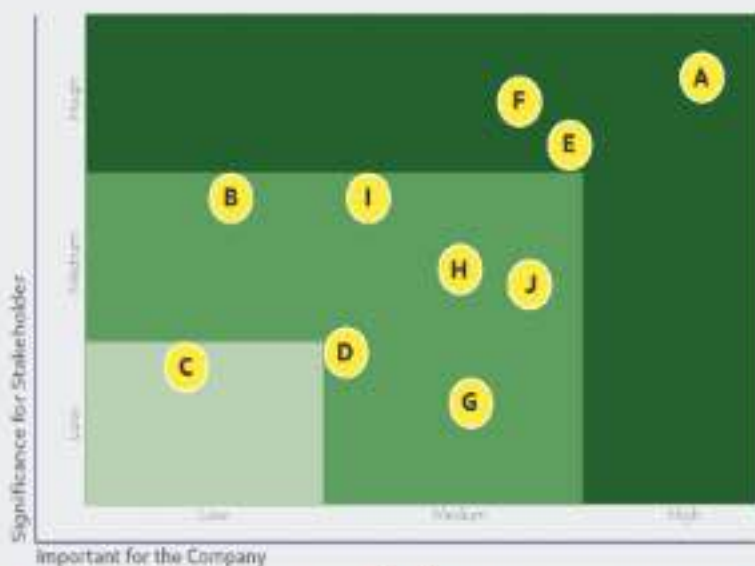
After the Company has found a topic to be the focus of reporting, the Company tries to analyze the boundaries and impact of this topic on stakeholders. The Company considers the extent to which related topics can have a potential or actual impact, both positive and negative, on each of the existing stakeholders. This consideration is made by the Company to clarify the existing picture regarding the extent to which the Company's business activities and relations have relevance and influence on other development subjects.

In general, all the sustainability topics presented in this report cover the boundaries of the Company and its Subsidiaries. While the stakeholders considered can be divided into two groups, namely internal and external to the Company. Analysis of the boundaries and impact of stakeholders for each topic is described in the following table:

Limitations and Impact on Stakeholders

	Material Topics	Internal Stakeholders			External Stakeholders		
		Shareholders and Investors	Employees	Government	Vendor	Customers/Clients	Society
1	Economic Performance	V	V	V	V	V	V
2	Company's local contribution	V	—	V	—	—	V
3	Local supplier mainstreaming	—	—	—	V	—	V
4	Energy	V	V	V	V	V	—
5	Emission	V	V	V	V	V	V
6	Good employment practice	—	V	V	—	—	—
7	Corruption prevention	V	V	V	V	—	—
8	Education and training	—	V	—	V	—	—
9	Industrial Relation	—	V	V	V	—	—
10	Occupational health and safety	V	V	V	V	—	V

After identifying the initial topics to be discussed in the Sustainability Report, the next step is to determine the materiality level of each topic. This determination of the materiality level utilizes the views and judgments of the Company based on the various considerations previously described.



Code	Material Aspects
A	Optimal financial performance
B	Local contribution of the Company
C	Mainstreaming of local suppliers
D	Energy consumption
E	Emission and effluents management

Code	Material Aspects
F	Good employment practices
G	Corruption prevention
H	Education and training
I	Industrial relations
J	OHS aspects

Based on above analysis, following is the level of high materiality for each material topic that will be disclosed in this report: >>>

No	Topic	GRI Topic Standards	Materiality Levels
1	Direct economic performance	GRI 201-1 (2016)	High
2	Emission	GRI 305-1, 305-2 (2016)	High
3	Good employment practice	GRI 405-2 (2016), 406 (2016)	High

From the analysis of determining the materiality level, it can be seen that topics which fall into the high materiality category are economic performance, emissions, and good employment practice. These topics will receive high priority in data disclosure and sustainability performance. In addition, the Company also reports other voluntary indicators of sustainability outside of the topics in the materiality analysis above.

In managing the material topics to be reported, the Company forms a special team responsible for issuing the Company Sustainability Report 2024. This special team is under the coordination of the Corporate Secretary who is authorized to coordinate and collect data from various departments and sections within Company. In the data collection process, the Company is assisted by consultant through distributing a list of questions and documents required for disclosure. Coordination meetings were also held on various occasions to facilitate clarification and confirmation of data collection. After the data is obtained, it is then analyzed and prepared as the main material in the Company Sustainability Report 2024. >>>

Corporate Sustainability Governance

Corporate Sustainability Policy and Strategy

Sustainability Policy of the Company

As part of the Company's seriousness in the issue of sustainability, the Company has a Sustainability Policy which also forms the basis and oversees the subsidiaries under it. This Sustainability Policy is the foundation for the Company and its Subsidiaries to respond to and support the achievement of sustainable development in Indonesia. Each unit and function at the Company and Subsidiaries must implement this Policy to ensure good governance contributes to the country's sustainable development goals.

The formulation of this Sustainability Policy is based on the following standards and documents, namely: ISO 26000 Guidance on Social Responsibility, Sustainable Development Goals (SDGs), Presidential Decree Number 59 of 2017 on the Implementation of the Achievement of Sustainable Development Goals, Financial Services Authority Regulation No.51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Service Institutions, Issuers, and Public Companies, and also Guidelines and other regulations on economic, environmental, social and governance aspects which are applicable in Indonesia.

The Company's commitment to support sustainable development is demonstrated through comprehensive social responsibility ethics. Some significant social responsibility issues that are managed by the Company include ethical business practices, occupational safety and health (OSH) management, human resources development, supporting community empowerment, and also environmental preservation.

In this policy, the Company has also identified various key stakeholders who are believed to have significant influence on the Company's sustainability performance, namely:

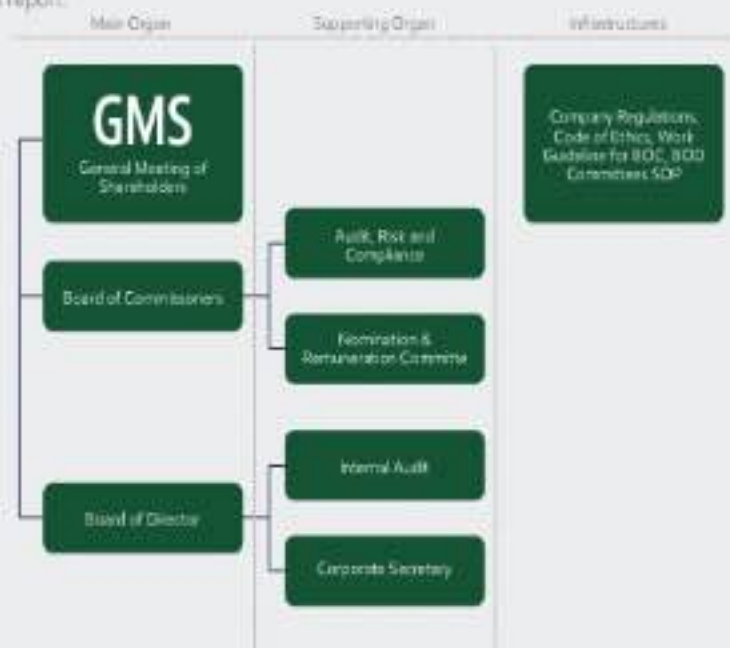
1. Customers, in this case is mining company;
2. Partners, in this case, parties involved in the supply chain who contribute to the Company's business operations, such as boat contractors, material suppliers, consultants, auditors, and other partners;
3. Government, in this case, ministries as well as national and local agencies affiliated with the Government of Indonesia, including regulators;
4. Shareholders, in this case the Company's main and controlling shareholders as well as minority shareholders;
5. Community, regardless whether or not they are living in close proximity to the Company's operation area;
6. Other parties, such as media agencies, universities, or other stakeholders who support the Company in pursuing its vision and mission, as well as performing its social responsibility.

The responsibility for collective implementation of this Policy falls on the Board of Directors and it is overseen by the Board of Commissioners. Policies, manuals and other procedures will therefore be adjusted measurably and gradually to be in line with this Policy.

In implementing this policy, the Board of Directors and Board of Commissioners do not form a Sustainability Committee or similar internal body specifically to conduct socialization and coordinate the implementation of the Sustainability Policy in an integrated manner in the Company. The Company's sustainability role is distributed in several integral roles within the Company. In the future, the Company will review the need to implement the Company's sustainability tasks in special roles or divisions that allow it.

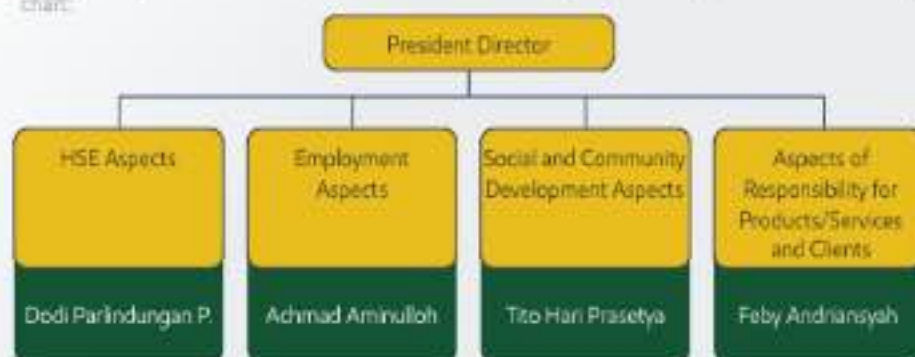
Sustainability Governance Structure

In relation to the Company's commitment to implementing sustainable governance by taking into account economic, social and environmental aspects, the Company refers to the framework below. Explanations regarding duties, coordination functions, supervisory systems, risk management, and remuneration are discussed in the 2024 Annual Report document which is also published together with this report.



Person in Charge of Implementing Sustainable Governance

Person in charge of managing aspects of the Environment, Occupational Health and Safety, Community Development, and Products/Services and Clients of the Company can be explained in the following chart:



Sustainability Strategy

The Sustainability Strategy that has been prepared by the Company also forms the basis to conduct a strategically sustainable business in various economic, environmental and social aspects. The Company's sustainability strategy is focused on integrating Environmental, Social, and Governance (ESG) principles into all aspects of business operations, with the ultimate goal of creating responsible long-term growth. As a marine transportation services company serving the energy and mining sectors, the Company is aware of its great responsibility to the environment and society, as well as the importance of maintaining good corporate governance.

In the environmental sector, the Company is gradually adopting environmentally friendly practices in its operational activities, such as fuel efficiency, waste management, and efforts to reduce carbon emissions from its fleet. The Company also implements a program to monitor the quality of the work environment and the sea around the operational area, as part of its commitment to protecting the ecosystem.

From a social perspective, the Company emphasizes building harmonious relationships with the surrounding community through corporate social responsibility (CSR) programs aimed at education, health, and local economic empowerment. Internally, the Company focuses on employee development and creating a healthy and safe work environment as its top priorities.

Stakeholder Engagement

Stakeholder engagement is an integral part of the Company's business activities. The purpose of stakeholder engagement is so that the Company is able to respond to various issues, impacts and opportunities in comprehensive and balanced manner. The Company defines stakeholder as any individual or group who is directly or indirectly, desired or unwanted, internal or external, who is potentially or actual, affected by the Company's operational activities, and has a material influence on the sustainability of the Company, now and in the future. The Company's stakeholders consist of Shareholders and Investors, Regulators and the Government, Employees, Communities, Work Partners, Customers/Clients, and Media.

The Company conducts dialogue directly with stakeholders which is carried out in a two-way manner, giving and receiving, mutual respect and focusing on common understanding between the parties involved. It is hoped that through this approach, an understanding and support will be created for the creation of goals, policies, steps and actions taken by the Company.

The issuance of the Sustainability Report is in the context of strengthening the Company's sustainability by building cooperation between stakeholders facilitated by the Company by compiling sustainability programs. Internally, this report is intended as a means of evaluating and improving the Company's sustainability performance in the coming year. At the end of the report, there is a Response Form which involves stakeholders in assessing the Company's sustainability performance that has been achieved so that the Company can further improve its performance in the coming year in terms of generally accepted sustainability principles which will be published in the Sustainability Report annually.

The Company has identified several stakeholders which can be divided into two scopes, namely internal and external. The Company also involves stakeholders through regular communication and coordination activities or other methods. The list of stakeholders as well as the methods and frequency of communication and coordination methods can be seen in the table below.

Stakeholders and Its Engagement Approaches

Stakeholders	Basis for identifying and selecting stakeholders	Methods of Engagement	Involvement Frequency
Shareholders and Investor	Responsibility Influence	1. General Meeting of Shareholders (GMS) 2. Delivery of financial information and report 3. Annual performance information	1a. Annual GMS is held once a year 1b. Extraordinary GMS held as needed 2a. Quarterly Report Annual performance information. 2b. Consolidated financial statements with independent auditors' report. Published once in every financial year 3. Once a year
Regulator and Government	Influence Responsibility	1. Implementation of good corporate governance (GCG) 2. Fulfilment of corporate social responsibility (CSR)	1. Performed periodically as needed 2. Performed 1-2 times a year
Employees	Responsibility	1. Preparation of Company Regulations 2. Town Hall Meeting	1. Performed periodically as needed 2. Performed 1-2 times a year
Communities	Influence	1. Fulfilment of corporate social responsibility (CSR)	1. Implemented as needed

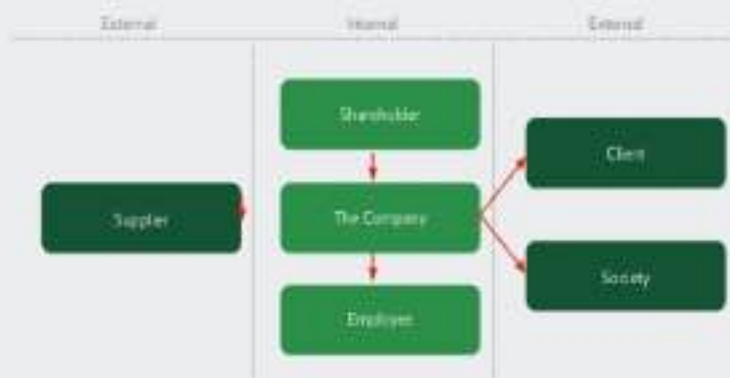
Stakeholders	Basis for identifying and selecting stakeholders	Methods of Engagement	Involvement Frequency
Vendors	Dependency	Work Contracts and Performance Reports	1a. Work Contracts and Performance Report 1b. Performance report is delivered once a year
Customers/ Clients	Influence Dependency	Reciprocity in revenue circles	Periodically during the reporting period, the Company delivers progress Reports on work targets and activities
Media	Influence	Public Expose	Minimum 1 time per year

Economic Performance and Contribution of the Company

Economic Contribution in the Company's Value Chain

By believing that business has an impact on every development subject related to it, the Company believes that fair and sustainable business practices will have a positive impact on all subjects involved in the business processes carried out by the Company. This good business practice in the long-term will certainly have an impact on the development of regional and national development. Therefore, the Company always guarantees the fulfillment of fair rights to every partner in the Company's value chain, both internally and externally.

As an illustration, the parties and their relationships involved in the Company's business value chain, either directly or indirectly, are shown in the following graph:



In the internal context, the Company provides benefits to shareholders by distributing dividends every year. The distribution of dividends is adjusted to the Company's financial performance in each period, and is carried out after it is considered sufficiently certain that the Company is able to distribute dividends, in accordance with the decisions taken at the General Meeting of Shareholders.

On an ongoing basis, the Company also provides mutual benefits to employees, who are one of the most important stakeholders. Various benefits are given to employees based on regulations and performance that has been achieved. Further explanation of this benefit exchange process can be found in other sections of this report.

In addition to internal aspects, the Company also realizes that the exchange of value and benefits also occurs with external parties in the value chain, such as clients, communities, and suppliers. Clients are considered the most important part of business activities. Therefore, the Company continues to strive to improve the quality of service to clients in order to provide the best service.



For the community, as one of the important elements in the value chain, the Company always pays attention to fulfilling the rights of community groups around its operational areas. This is done by providing indirect economic contributions to the community. Further explanation of this contribution can be found in the section discussing the Company's contribution to the community in this report.

Regarding suppliers, one of the efforts to improve the quality of development is to empower local suppliers so that they can develop in the long term. Local suppliers or vendors are defined as providers of goods or services that operate and have offices or production facilities in the geographic area where the Company operates. This includes local business actors who have legal business in the area.

The realization of budget use from registered local suppliers is as follows:

Total Registered Suppliers Based on Operational Scope

Types of Suppliers	Origin of Supplier	Numbers of Supplier		
		2024	2023	2022
Procurement of Goods	Local	115	58	48
	National	87	63	22
	International	1	1	14
Procurement of Services	Local	109	51	63
	National	84	28	68
	International	0	0	0

Total Budget Realization from Registered Suppliers

Description	2024	2023	2022
Total Budget Realization of All Suppliers	Rp459,201,99 Million	Rp318,881,38 Million	Rp336,613,95 Million
Percentage of Budgets from Local Suppliers	57%	51%	17%

Direct Economic Performance of the Company

In the economic context, especially in monetary terms, the Company can disclose the direct economic value generated and distributed to the Company's stakeholders, both external and internal as a whole, as follows:

Generated, Distributed and Retained Direct Economic Value by the Company 2022-2024

Description	2024	2023	2022
Generated Direct Economic Value (in IDR million)			
Revenue	830.544,18	964.020,09	1.390.211,80
Total of generated direct economic value	830.544,18	964.020,09	1.390.211,80
Distributed Direct Economic Value			
Direct costs	556.028,85	670.385,78	974.194,55
Expenses for employees (salaries and benefits)	47.521,39	53.509,59	47.493,05
Tax for government	14.382,5	11.853,1	15.474,14
Expenditures for social and community activities	407,0	294,7	667,3
Total of distributed direct economic value	618.339,8	736.043,2	1.041.619,0
Retained Direct Economic Value			
Total of retained direct economic value	1.634.354,0	1.338.931,3	959.734,4

With various business efforts that have been explained previously, in the 2024 reporting period, the Company managed to record the amount of economic value generated of IDR830,544.2 million. This value decreased by 13.8% compared to 2023.

Then, the amount of economic value distributed by the Company in 2024 was recorded at IDR618,339.8 million, which decreased by 16% compared to 2023 which was IDR736,043.2 million. This decrease occurred due to a decrease in ship depreciation expenses of IDR43,135.9 million and a decrease in fuel of IDR40,509.3 million compared to 2023.

With this record, the Company recorded the amount of economic retained in 2024 of IDR1,634,354 million, which increased by 22% compared to 2023.

This value is a manifestation of meeting the Company's performance targets that have been achieved in 2024. The actual value obtained during 2024 is considered to have been met when compared to the Company's 2024 target.

2024-05-01

Financial Contribution to the Government

The Company understands that as part of state revenue, taxes have a very important contribution to development. Therefore, in addition to the state income function, taxes also have benefits for the general public.

As part of the taxpayer, the Company is committed to contributing to national development through the payment of appropriate taxes and in accordance with existing regulations. As a Taxable Company (PKP) in Indonesia, the Company contributes to state revenues through taxes paid which include Central and Regional Tax.

In carrying out the taxation function, the Company develops and implements a tax strategy based on government tax regulations which are regularly reviewed by the Board of Directors to make a decision prior to implementation.

Activities to maintain the Company's compliance with tax obligations are carried out by Tax Division. This Tax Division is responsible for carry out and implement tax regulations in accordance with the latest applicable regulations. So that every risk and regulation relevant to tax obligations can be mitigated and followed up in accordance with applicable regulations.

The assumption of the formation of future taxable profits depends on management's estimates of future cash flows. Shareholders also approve estimates of tax payments based on the Company's projected income for the following year at the General Meeting of Shareholders. This depends on the estimated volume of sales of goods or services, prices, operating costs, capital expenditures and other management transactions in the future.

The Company contributes to state revenue through taxes paid, which include central and regional taxes in 2024, the total of which is approximately Rp8,804.45 million. Included in this tax category are income Tax Article 4 paragraph 2, Income Tax Article 21, Income Tax Article 23, and Income Tax Article 26. The Company also contributes to the Regional Government where the Company operates in the form of Regional Taxes, which are Land and Building Tax and Regional Retribution.

The description of the amount of tax contributions paid by the Company for each of its components can be seen in the following table:



No	Description	2024	2023	2022
1	Article 4 (2)	580.382.883	623.102.952	106.044.443
2	Article 21	6.934.395.002	5.051.926.238	6.152.316.221
3	Article 23	1.281.800.451	2.361.269.510	1.339.456.965
4	Article 26	7.868.230	792.138	0
Total Tax		8.804.448.590	8.037.092.8	7.597.619.

Nurturing Green Character of the Company

The Company's business processes and operational activities that focus on sea transportation services are recognized as having a limited impact on the environment. Therefore, the Company's awareness to always provide added value to every aspect affected by the Company's operational business is a concern and commitment in its management.

The Company has taken the initiative to instill an environmentally friendly character, not only by reducing negative impacts but also by trying to add positive benefits to every stakeholder. Therefore, by believing that environmental sustainability is a shared responsibility to be maintained, the Company is also responsible for every business action related to its influence, no matter how small, on the environment.

To carry out environmentally friendly practices, the Company has an environmental policy that is implemented with the ISO 14001: 2015 Environmental Management System standard, with a certificate issued by SGS since February 2019 (Accreditation: UKAS).

The Company's activities in the environmental sector focus on several aspects such as, efficient use of non-renewable natural resources, monitoring emissions generated for each business scope, controlling the amount of waste, and efficient use of water, electricity, and paper. During 2024, the amount of environmental costs spent to manage all of these initiatives was IDR492.5 million, which was lower than the previous year of IDR530.77 million due to a decrease in the Company's revenue. Although the business conditions are full of challenges, the Company's serious commitment to the environment by allocating special funds for every cost related to environmental control needs. >>>

This report will disclose every development of the Company's environmental performance achievements that have been carried out during 2024.

Saving Material Usage

Sebagai perusahaan yang berfokus pada usaha di bidang jasa pengangkutan laut, Perseroan tidak menggunakan material khusus dalam operasional bisnis. Oleh karena itu, material yang dinilai signifikan dalam kegiatan bisnis sehari-hari adalah kertas yang digunakan lebih banyak untuk keperluan administrasi kantor.

As a company that focuses on business in the field of sea transportation services, the Company does not use special materials in business operations. Therefore, the material that is considered significant in daily business activities is paper which is used more for office administration purposes.

The Company minimizes the use of paper in making memos using email. In addition, paper consumption is also reduced by reusing used paper when printing several documents that can use used paper. Paperless initiative is also carried out through digitalization which is continuously developed by the Company's internal team, one of which is the use of digital signatures. In addition, what is done is to minimize the use of paper where for meeting materials it is attempted to only use softcopy.



The amount of paper used by the Company in 2024 was 38,000. This number shows a decrease from the previous year which was 42,000 sheets. This decrease occurred because employees began to be aware of implementing a paper efficiency program.

The amount of material used by the Company in 2022-2024 is shown in the following table:

Type Materials	Usage Amount			Unit
	2024	2023	2022	
Paper	21.000	42.000	38.000	Sheets

Energy Efficiency Commitment

For the Company, energy is an important issue and a material topic for business operations. Therefore, the responsibility for energy conservation is an initiative that cannot be separated from the context of sustainability. Energy in the context of the Company's operations is primarily the use of operational fuel for fleet transportation and other land transportation.

Limitations and Scope of Reporting on Energy Calculations and Greenhouse Gas (GHG) Emissions

In 2024, the Company again calculated energy and emissions for material business activities within the each scope of the Company. Activities that have been considered for inclusion in the 2024 inventory are data on fleet and ground transportation fuel consumption (Scope 1) and electricity (Scope 2) used in the office, as well as data from employee business trips (Scope 3). The calculation of the scope of energy and emissions is limited to the Company's business operations, without including subsidiaries or partners who work with the Company.

Compared to 2023, electricity consumption during 2024 showed a decrease of 3%, namely to 3036 GJ from the previous year of 3.137 GJ. Meanwhile, the calculation of fleet and vehicle fuel energy consumption reached 376,043 GJ, so that the total energy used this year was 379,079 GJ. The decrease in the value of energy use was due to the more efficient consumption of fleet and vehicle fuel.

In more detail, the amount of the Company's energy consumption based on energy sources in 2022-2024 is shown in the following table:

Energy sources	Usage Amount					
	Quantity			Giga Joule		
	2024	2023	2022	2024	2023	2022
Electricity (kWh)	84.335,2	87.057,7	176.719,8	3.036	3.137	6.362
Fuel (L)	10.995.424	13.932.197	22.698.630	376.043	476.481	77.629
Total				379.079	479.618	782.655

In order to save energy consumption, the Company also implemented several initiatives, both in the scope of behavior, such as how to turn off electronic equipment such as computers, air coolers, portable air conditioners, projector and others when not in use, or the use of technology for efficient electronic devices: energy applied at the head office and branches, such as changing ordinary lamps to LED lamps and using inverter pump technology-based air conditioners. These various efforts have been implemented in such a way as possible to reduce existing energy consumption, so there is a decrease in the Company's energy consumption in 2024 of 20,96%. This decreased due to the efficiency of fuel usage and decreased of fleet number.

With the record of the total energy consumption above, the Company discloses that the ratio of the Company's energy intensity is 0,62 ton./\$ for every dollar in revenue achieved by the Company. This figure is higher than last year's energy intensity of 0,59 ton./\$.



Emissions

The Company realizes that handling climate change mitigation and adaptation can be supported by the business sector if there is integration of environmental considerations into the company's operational activities. This effort is carried out by the Company by monitoring and using fuel consumption efficiently. The Company has launched the Berani Project, with one of the main focuses being cost reduction by ensuring efficient fuel consumption and monitoring in all shipping activities. The Company not only installs tracking systems in its fleet but also develops "Insight" a platform that compiles and analyzes data from tracking systems and allows commercial operations to proactively manage fuel usage. The Company also monitors fuel usage data that allows it to identify non-standard fuel consumption, allowing the technical team to take proactive action to address the issue.

In 2024, the Company again calculated carbon emissions from office and business operations. The Company calculated emissions for all scopes relevant to the Company, namely for Scope 1 derived from the use of fuel for cars and ships in the Company's business, Scope 2 is the use of energy sourced from office electricity, and Scope 3 as emissions derived from business trips of the Company's employees using air transportation.

In this 2024 disclosure, the Company reported that the amount of emissions sourced from Scope 1 was 29,924 tons of CO₂eq, which was smaller than the previous year which was 37,226 tons of CO₂eq. In addition, the amount of emissions from car fuel in 2024 was 33.4 tons of CO₂eq, higher than in 2023 which was 23.3 tons of CO₂eq. For Scope 2, emissions from electricity usage amounted to 84.9 tons of CO₂eq, a slight increase from the previous year of 83.5 tons of CO₂eq. Meanwhile, Scope 3 emissions from business travel using aircraft, in 2024 reached 74.1 tons of CO₂eq, and were recorded as quite an increase compared to 2023 which was 17.5 tons of CO₂eq. This difference occurred because the 2023 recording only started in September of that year.

The following is the amount of emissions produced by the Company in 2023-2024 based on the existing emission scope.

Number of Emissions Produced by the Company 2022-2024 [\(in million ton CO₂eq\)](#)

Emissions Source (unit ton CO ₂ eq)	2024	2023	2022
Scope 1			
Fleet	29.923,5	37.226,3	56.213,8
Operational cars	33,4	23,3	55,5
Total Scope 1	29.956,9	37.249,6	56.269,3
Scope 2			
Electricity	84,9	83,5	156,3
Total Scope 2	84,9	83,5	156,3
Scope 3			
Business trips	74,1	17,5	N/A*
Total Scope 3	74,1	17,5	-
Jumlah	30.115,9	37.350,6	56.425,5

In 2022, the Company has not calculated the amount of emissions from Scope 3.

With this calculation, the amount of the Company's emission intensity, when compared to the amount of profit obtained by the Company, is 0.57 kg CO₂eq/Rp, smaller than the previous year which was 0.59 kg CO₂eq/Rp.

As part of its sustainability commitment, the Company will continue to strive to reduce the amount of emissions and the intensity of emissions produced each year. In the long term, the Company will analyze and prepare a plan to reduce the emissions produced.

Sustainable Water Consumption

The water used by the Company in operations is primarily for the needs of the transport vessels, using fresh water obtained from third parties. In 2024, the Company used a total of 24,960 tons. This amount decreased by 40.23% compared to the previous year which was 41,760 tons.



Material Type	Total Usage			Satuan
	2024	2023	2022	
Fresh Water	24.960	41.760	23.373	Ton



Waste

Businesses engaged in the field of marine transportation services have environmental risks that have been identified by the Company, both those included in hazardous and toxic waste and those not.

In monitoring and managing its waste, the Company follows the standards set out in the International Convention for the Prevention of Pollution from Ships (MARPOL). This convention issued by the International Maritime Organization regulates the prevention of marine environmental pollution by ships from operational or unintentional causes. Adjustments to compliance with this standard include waste, both hazardous and non-hazardous, and air pollution generated by the Company's fleet.



The types of waste included in the Non-Hazardous Waste category consist of plastic, applied materials, linings, packaging, crates, sinking paper materials, majun, glass, metal, bottles, and pottery. Meanwhile, waste included in Hazardous Waste consists of hazardous and toxic waste, which is anything regulated in the MARPOL 73/78 convention and/or Government Regulation No. 101 of 2014 concerning the Management of Hazardous and Toxic Waste.

As part of the remaining business activity results, the Company also always ensures that there are no significant negative impacts caused by the waste produced.

In this report, the Company reports the amount of waste based on its composition and type, as follows:

Amount of Hazardous Waste Managed Based on

Type of Waste	Amount of Waste Managed	Unit	Description
Hazardous Waste Waste	50,40	Ton	Sent to third party (FESTRONIK)
Hazardous Solid Waste	7,85	Ton	Sent to third party (FESTRONIK)

Amount of Non-Hazardous Waste Managed Based on Type

Type of Waste	Amount of Waste Managed	Unit	Description
Domestic Waste	12,25	Ton	Dumped onto Land (Jetty/Port)

The Company also reported that no spills occurred during 2024.

Biodiversity

As a form of support for environmental conservation efforts, the Company has carried out various tree replanting programs, through programs called Forest Ranger and Ocean Ranger.

In the 2024 Ocean Ranger program, continuing the previous year, the Company carried out a program to plant 2,000 new mangrove trees. The Company also developed and trained local mangrove activists so that they were able to carry out planting, maintenance and cultivation of mangroves and encouraged cooperation with the Ministry of Maritime Affairs and Fisheries and the local Marine Campus for the maintenance and cultivation of the mangroves.

In addition, through the Ocean Ranger program, the Company carried out coral reef transplantation activities in 2024 which were carried out in Kendari Bay in the training area owned by the Marine Police and local marine activists, who also collaborated with BPSPL Makassar. In 2024, the Company has also transplanted 200 spiders in Kendari Bay, continuing the previous transplantation (2022-2023) which transplanted 450 spiders in the Bokori Sea, and 300 m² in the Seribu Islands in 2021.

Meanwhile, for the 2024 Forest Ranger program, the Company is targeting the younger generation as beneficiaries with the aim of raising awareness of the importance of protecting the environment as an effort to mitigate climate change, especially for students of SMAN 1 Palangkaraya. During the implementation of this program, 1,000 students and teachers collaborated to plant 1,000 trees and participate in the Poster and Scientific Writing Competition. In this competition, students compete to convey ideas and creative works related to climate change and forest conservation efforts. The best works will be exhibited in a series of activities, so as to inspire visitors and the surrounding community.

The Company also reported that until the end of 2024, the Company did not operate or come into contact with locations in protected areas so that there was no significant impact on protected biodiversity.

Complaints Regarding Environmental Issues

To accommodate all complaints related to the Company's business operations, including environmental issues, the Company provides access via electronic mail (e-mail) and call center services for people who wish to submit suggestions, input, or complaints to be followed up. During 2024, there were no specific complaints from the public regarding environmental issues from the Company's business and operational activities.



Managing Human Resources as Sustainable Investment

In maintaining the sustainability of the Company in the long-term, Human Resources (HR) is the main factor that makes a major contribution to the Company. HR is a vital asset for the continuity of the Company's business from time to time. The Company believes that Human Resources is the most important internal element in the long-term growth and development of the Company.

The Company always strives to create work environment that can optimally support the activities of employees and the Company and have a positive impact on the productivity of employees and the Company. In addition, the Company also strives to comply with work ethic standards and human rights values which are free from discrimination, violence and harassment in order to create more inclusive and productive environment for employees.

The Company Employee Profile

Employee Composition Based on Gender and Position Level of the Company 2023-2024

Categories	2024			2023		
	Male	Female	Total	Male	Female	Total
Executive*)	2	1	3	1	1	2
Manager	9	4	13	15	4	19
Supervisor	24	6	30	33	6	39
Staff	29	48	77	48	48	96
Non Staff	20	1	21	20	1	21
Total	84	60	144	117	60	177
Percentage	58,33%	41,67%	100%	66,10%	33,89%	100%

Company's Ship Crew Composition

Category	2024	2023	2022
Master	59	38	74
Officer	295	184	358
Rating	236	170	380



Employee Composition by Age

Category	2024	2023	2022
51-60 years old	9	12	6
41-50 years old	22	29	30
31-40 years old	60	78	75
21-30 years old	53	64	56
Total	144	183	165

Equal Employee Welfare Program

In maintaining fair and equal practices, the Company provides remuneration to employees in accordance with applicable standards. As a basis for the practice of providing remuneration, the Company uses a performance-based remuneration system which is quite effective in maintaining a professional level of relationship between employees and the Company. Compliance with remuneration is constantly monitored and maintained by taking into account developments in the needs of employees' families to maintain optimal levels of employee retention and also the condition of the Company to ensure business continuity. [View More](#)

The Company also does not essentially discriminate regarding welfare, especially the benefits received by permanent and part-time employees. The difference between the types of facilities received by permanent and non-permanent employees. [View More](#)

To ensure there is no discrimination within the Company, MBSS applies zero percent gender pay gap between remuneration for male and female workers. Allowances and other benefits as component of compensation for work services are provided with due regard to employment status. The lowest compensation for the Company's employees is greater than the minimum wage set by the local government in each area of operation. In this report, the Company ensures that no acts of discrimination have occurred during 2024. [View More](#)



The Company ensures that it does not employ child labor by stipulating that the minimum age for new employees is 21 years old. The working hours of the employees themselves are regulated in accordance with the applicable Manpower Act. The Company provides additional work compensation for each excess working hours (overtime). During 2024, there will be no disputes with workers regarding the provisions of working hours or overtime work. [View More](#)

In terms of pension programs, the Company implements policies based on the provisions of Law Number 13 Year 2003 concerning Employment and one of the implementations is compliance with the National Social Security System (SJSH) through BPJS Ketenagakerjaan. The Company's pension policy has not changed in 2024 and will continue to be implemented in accordance with the latest provisions in force in Indonesia.

Employee Competency Development

The Company considers that education and training are the main factors in improving the progress and welfare of the community. Therefore, the Company regularly conducts internal and external training for employees. These trainings are seen as the Company's participation in producing competent and professional human resources in the industry.

The competency development program for the Company is very important for improving service quality and performance as well as increasing competitiveness among employees. Education and training activities for employees, among others, by conducting leadership counseling, team building, as well as those related to the implementation of each employee's duties.

The Company always strives to improve employee competency as part of sustainable investment in human resources. The Company has facilitated employees to take part in various training and competency development programs in the form of soft and hard skills during 2024. Overall, the Company has conducted 17 formal trainings/different courses with 38 participants in 2024 (Table 3).

No	Title of Training	Date	Number of Participants
1	First Aid Training Certification Ministry of Manpower	January 2024	8
2	Basic Financial Modeling	February 2024	1
3	Internal Auditor ISM Code 104	May 2024	1
4	Training of OHS Technicians in Confined Spaces, Certification of the Indonesian Ministry of Manpower	May 2024	1
5	Strengthening Industrial Relations Dispute Resolution Techniques in Private Companies	May 2024	1
6	Defensive Driving	June 2024	6
7	DISC Personality	June 2024	3
8	FGD on Labor Relations Disputes with Seafarers	July 2024	1
9	Strategic Sourcing and Vendor Management	July 2024	1
10	Social Assessment and Stakeholder Management for Strategic Social Investment	July 2024	1
11	CSO ISPS Code	October 2024	1
12	Qualified Internal Audit Tingkat Lanjut	November 2024	1
13	Internal Auditor ISM Code	November 2024	1
14	Marine Superintendent	November 2024	1
15	Ms. Excel For Beginner (DILA)	November 2024	2
16	Ms. Excel For Beginner	December 2024	3
17	Fuel Training	December 2024	5



In addition, MBSS has also developed a web-based HSE reporting system called "SHERias", which has gone live. The implementation of SHERias will focus on taking timely, quality and measurable corrective actions by the PIC for any non-conformities that arise as a result of inspection activities, audits, accident investigations, hazard reports, VISIO and other "HSE leading indicators".

In order to improve participation, consultation, and communication to employees regarding occupational safety and health aspects, the Company has established procedures related to the implementation of P2K3 (Occupational Safety and Health Supervisory Committee) in the MBSS integrated management system (M-QSHE) such as SOP-QSHE-17.

P2K3 in the Company is an internal institution tasked with supervising and implementing occupational safety and health (OHS) programs. The Company's P2K3 was ratified on May 30, 2022, whose members consist of a total of 24 employees, with the composition of the P2K3 management as follows:

- BOD (1 person)
- Senior Management (1 person)
- Managers (8 persons)
- Staff (14 persons)

Activities Related to the Company's OHS

As part of its commitment to ensure safety in every service provided, the Company consistently carries out various efforts to meet and achieve key indicators in accordance with operational safety standards, including:

- Implementation of periodic inspections, testing, and monitoring
- Checking the reliability of ship equipment and supplies in accordance with the Planned Maintenance System (PMS)
- Routine monthly checks on safety equipment and life-saving devices
- Pre-start checks on vehicles and moving equipment, including operational cars at the head office and site
- Testing of heavy equipment such as cranes and floating cranes
- Calibration of measuring instruments, including multi-gas detectors
- Inspection of transport equipment, lifting aids, and other lifting equipment
- Monitoring of Occupational Safety and Health (K3) aspects in the ship and head office environment, such as: measurement of the wet bulb temperature index (WSBI), indoor air quality, ship waste water/sewage quality, clean water, drinking water, lighting, noise levels, and others
- Checking the cleanliness of the work environment and sanitation system
- Internal QSHE audit carried out by certified personnel, both on board and in the office
- External audits carried out by an appointed independent certification body

OHS Training

During 2024, the Company has conducted various trainings aimed at employees related to OHS topics. This is an implementation of the Company's policy in improving the level of understanding of OHS and the professionalism of all employees in the workplace on an ongoing basis.

The Company has also conducted training and certification of first aid officers in the workplace which was attended by team representatives. The list of trainings that employees have attended is as follows:

- Internal Auditor ISM Code
- OHS Technician Training Confined Space Certification by the Ministry of Manpower
- First Aid Training Certification by the Ministry of Manpower

The Company's OHS Performance

Throughout 2024, Management actively encouraged all site teams and the Health, Safety, and Environment (HSE) Department to adopt a more proactive mindset in managing occupational safety aspects. One of the strategic steps taken is to strengthen the implementation of various HSE Tools, including Visual Safety Observation (VISO), direct monitoring and inspection in the field (On Spot Monitoring/Inspection), and systematic reporting of potential hazards.

This initiative aims to build a participatory safety culture, where every crew member and shore employee is actively involved in identifying and reporting various findings, non-conformities, or risky conditions that can impact occupational safety. By increasing awareness and involvement of all operational elements, the Company hopes to create a safer and more responsive work environment to potential risks.

This step is not only focused on accident prevention efforts, but also as a form of commitment to reducing the possibility of losses, both concerning individual safety and the security of company assets. Through early detection of unsafe conditions and actions, the repair process can be carried out immediately before causing a larger incident.

As a result of this approach, the Company has successfully managed the accident rate as reflected in the Lost Time Injury Frequency Rate (LTIFR) indicator in 2024 of 0, and the Total Recordable Injury Rate (TRIR) of 0.19. The Company has achieved 5,364,307 LTI free man hours, and a fatality rate of 0. This reflects the company's ongoing commitment to high occupational safety standards.



The Company Contribution for Social Community

The Company understands that business activities should not only be profit-oriented but also in the long-term be able to provide positive benefits to the community around the Company's business locations. Therefore the Company is committed to having a positive impact on community development and empowerment as an important aspect of sustainable development. This is implemented through a series of implementations of corporate social responsibility programs.

In inspiring the social investment program, the Company has embarked on a transformative journey by expanding its approach to include multi-stakeholder engagement, including local communities. This strategic change ensures that the Company's termination is not only impactful, but also sustainable in the long term.



To improve the quality of program implementation so that it is right on target, the Company conducts Social Mapping in areas closest to the operational location of the business.

This is done to provide an overview of the social, cultural, and religious conditions of the local community, as well as to provide a portrait of the economy and livelihoods of the community, the level of education to public health, both facilities and infrastructure.

The results of the social mapping will be one of the Company's references in forming patterns of relationships and communication with the community and one of the references in the poverty program plan for the community.

Impact of Company Business on Social Community

In running its business, the Company always strives so that these business activities can also contribute to community development in general. The impact of the Company's business on the community is indirectly influenced by the Company's role in transporting coal to several power plants throughout Indonesia. This will help the community access electricity that is useful for supporting daily life.

Indirectly, the Company also has an impact on supporting poverty alleviation with economic development in poor areas, through various social activities organized by the Company. For example, the Company develops fishing communities in Pasir Mayang by encouraging increased education for fishermen's children, training for youth and providing net assistance for fishermen with the aim of improving the standard of living of fishermen in the area.

In addition, the Company also forms and strengthens youth groups, especially in the environmental sector (Pucuk Mekar mangrove activists) so that they have the ability to plant, maintain and independently cultivate Mangroves in the Company's fostered locations.

CSR Program Realization

The following is the realization of the Company community social responsibility programs in 2024.



Fishing Net for Prosperous Fishermen 2024

The Company provides net assistance for fishermen in Pasir Mayang Village, Grogot who have difficulty in obtaining nets for fishing during and after Covid-19. This program is called the 2024 Prosperous Fishermen's Net. Throughout 2020 to 2024, the Company has distributed 1,240 nets, of which 175 nets were distributed in 2024.



Blood Donor 2024

Blood donation activities have become a routine activity of the Company since 2014 to help meet PMI's blood stock and as a form of concern for the Company's employees. The Company has facilitated 160 prospective donors and has successfully collected 107 blood bags from various groups.



MBSS Smartens the Nation's Children Class XIII

The Company provides scholarships for ABK and Non-ABK children of the Company's employees who have academic achievements from all over Indonesia. In 2024, the MBSS Scholarship has distributed assistance to 22 outstanding students from all over Indonesia. Since its implementation in 2013, this program has distributed scholarships to 732 beneficiaries.



Ocean Ranger Program (Tahoa Mangrove Rehabilitation)

In this program, the Company conducts development and training for mangrove activists in Tahoa Village, Kolaka, Southeast Sulawesi to increase the capacity of the community in carrying out planting, maintenance and cultivation of mangroves and encourage cooperation with the Ministry of Marine Affairs and Fisheries and the local Marine Campus. This program also helps rehabilitate damaged mangrove forests so that they can function optimally again.



Ocean Ranger Program (Coral Reef Transplantation)

The Company together with the community and local communities in the field of coral reef empowerment and involving the Ministry of Marine Affairs and Fisheries (BPSPPL), Polairud, Polda Sulawesi Tenggara, and several local campuses have implemented a coral reef transplantation program of 650 spider racks, so that it can accommodate 3,900 new coral reefs since the beginning of this program in 2022 to 2024.



Forest Ranger Program 2024

The Company increases awareness of the younger generation, especially students of SMAN 1 Palangkaraya through the Forest Ranger Program. A total of 1,000 students and teachers collaborated to plant 1,000 trees and participate in the Poster and Scientific Writing Competition. In this competition, students compete to convey ideas and creative works related to climate change and forest conservation efforts. The best works will be exhibited in a series of activities and uploaded on social media.

Pemrosesan Pengungkapan Statement of a	PT Mitra Karya Seroja Sejahtera Tbk telah melaporkan informasi yang diikutsertakan dalam indeks konten GRI ini untuk periode 1 Januari - 31 Desember 2024 dengan mengacu pada Standar GRI. PT Mitra Karya Seroja Sejahtera Tbk has reported the information cited in this GRI content index for the period January 1 - December 31, 2024 with reference to the GRI Standards.
GRI 1 digunakan GRI 1 used	GRI 1: Laporan 2021 GRI 1: Financials 2021

STANDAR GRI GRI STANDARD	PENGUNGKAPAN DISCLOSURE
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosure 2021	2-1 Rincian Organisasi / Organizational details 2-2 Entitas yang dicantumkan dalam pelaporan keberlanjutan organisasi / Entities included in the organization's sustainability reporting 2-3 Periode, frekuensi, dan titik kontak pelaporan / Reporting period, frequency and contact point 2-4 Penyajian kembali informasi / Restatement of information 2-5 Kepastian eksternal / External assurance 2-6 Kegiatan, rantai nilai dan hubungan bisnis lain / Activities, value chain and other business relationships 2-7 Karyawan / Employees 2-8 Pekerja yang bukan karyawan / Workers who are not employees 2-9 Struktur dan komposisi tata kelola / Governance structure and composition 2-10 Nominasi dan pemilihan badan tata kelola tertinggi / Nomination and election of the highest governance body 2-11 Majelis badan tata kelola tertinggi / Chair of the highest governance body 2-12 Peran badan tata kelola tertinggi dalam mengelola pengelolaan dampak / Role of the highest governance body in overseeing the management of impacts 2-13 Pembagian tanggung jawab untuk mengelola dampak / Delegation of responsibility for managing impacts 2-14 Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan / Role of the highest governance body in sustainability reporting 2-15 Benturan kepentingan / Conflicts of interest 2-16 Komunikasi yang menjadi perhatian penting / Communication of critical concerns 2-17 Pengetahuan kolektif dari badan tata kelola tertinggi / Collective knowledge of the highest governance body 2-18 Evaluasi kinerja badan tata kelola tertinggi / Evaluation of the performance of the highest governance body 2-19 Kebijakan remunerasi / Remuneration policies 2-20 Proses untuk menentukan remunerasi / Process to determine remuneration 2-21 Rasio jumlah kompensasi tahunan / Annual total compensation ratio 2-22 Pernyataan strategi pengembangan berkelanjutan / Statement on sustainable development strategy 2-23 Komitmen kebijakan / Policy commitments 2-24 Memanfaatkan komitmen kebijakan / Extending policy commitments 2-25 Proses untuk memitigasi dampak negatif / Processes to remediate negative impacts 2-26 Mekanisme untuk menerima saran dan menyampaikan kekhawatiran / Mechanisms for seeking advice and raising concerns 2-27 Kepatuhan terhadap hukum dan peraturan / Compliance with laws and regulations 2-28 Keanggotaan asosiasi / Membership associations 2-29 Pendekatan terhadap pelibatan pemangke kepentingan / Approach to stakeholder engagement 2-30 Perjanjian kerja bersama / Collective bargaining agreements
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-1 Proses untuk menentukan topik material / Process to determine material topics 3-2 Daftar topik material / List of material topics 3-3 Pengelolaan topik material / Management of material topics

Standar GRI GRI Standards	Penyalin di Laporan Keberlanjutan Sustainability Reporting System	
	No.	Judul Disclosure Title
GRI 201 Kinerja Ekonomi Economic Performance	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed
GRI 301 Bahan Materials	301-1	Bahan yang digunakan berdasarkan berat atau volume Materials used by weight or volume
GRI 302 Energi Energy	302-1	Konsumsi Energi di dalam Perusahaan Energy consumption within the organisation
GRI 303 Air Water	303-1	Penggunaan air berdasarkan sumber Water withdrawal by source
GRI 305 Emisi Emissions	305-4	Intensitas emisi GRK GHG emissions intensity
GRI 306 Limbah & Sampah Waste & Pollution	306-2	Sampah berdasarkan jenis dan metode pembuangan Waste by type and disposal method
GRI 401 Pelatihan & Pendidikan Training & Education	401-1	Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee
GRI 405 Keberagaman & Kesempatan yang Sama Diversity & Equal Opportunity	405-1	Keberagaman badan tata kelola dan karyawan Diversity of governance bodies and employees
GRI 413 Masyarakat Setempat Local Communities	413-1	Operasional dengan pelibatan masyarakat setempat, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessment, and development programs
	413-2	Kegiatan operasional dengan dampak nyata dan potensi dampak negatif pada masyarakat sekitar Operations with significant actual and potential negative impacts on local communities

No.	Nama Indeks Index Name
A.1	Strategi Keberlanjutan <i>An Explanation on Sustainability Strategies</i> Penjelasan Strategi Keberlanjutan
B.1	Ikhtisar Kinerja Keberlanjutan <i>An Overview of the Sustainability Performance Aspect</i>
B.2	Ikhtisar Kinerja Ekonomi <i>Economic Performance</i>
B.3	Ikhtisar Kinerja Unggulan Hidup <i>Environment Performance Review</i>
B.4	Ikhtisar Kinerja Sosial <i>Social Performance Review</i>
C.1	Profil Perusahaan <i>Company Profile</i> Visi, Misi, dan Nilai Keberlanjutan <i>Sustainability Vision, Mission and Values</i>
C.2	Alamat Perusahaan <i>Company Address</i>
C.3	Skala Perusahaan <i>Company Scale</i>
C.4	Produk, Layanan, dan Kegiatan Usaha yang Dijalankan <i>Product, Services and Business Activities</i>
C.5	Kewarganegaraan Poda Alokasi <i>Idemparship in Allocation</i>
C.6	Perubahan Organisasi Besar Signifikan <i>Significal Organization Change</i>
D.1	Penjelasan Direksi <i>Explanation on the Board of Directors</i> Penjelasan Direksi <i>Explanation on the Board of Directors</i>
E.1	Tata Kelola Keberlanjutan <i>Sustainability Corporate Governance</i>
E.2	Panangungjawab Penerapan Keuangan Berkelanjutan <i>Sustainability Finance Implementation Responsibility</i>
E.3	Pengembangan Kompetensi terkait Keuangan Berkelanjutan <i>Competencies development for sustainability in members of the Board of Directors</i>
E.4	Penilaian Risiko Atas Penerapan Keuangan Berkelanjutan <i>Risk Assessment for the Implementation of Sustainable Finance</i>
E.5	Hubungan Dengan Pemangku Kepentingan <i>Relationship with Stakeholders</i>
E.6	Permasalahan Terhadap Penerapan Keuangan Berkelanjutan <i>Issue Regarding Implementation of Sustainable Finance</i>
F.1	Kinerja Keberlanjutan <i>Sustainability Performance</i> Kegiatan Membangun Budaya Keberlanjutan <i>Activities to Build a Sustainability Culture</i>
F.2	Kinerja Ekonomi <i>Economic Performance</i> Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi <i>A comparison of production targets and performance, portfolio, financing targets, or investments, revenues and profit losses</i>
F.3	Perbandingan Target dan Kinerja Portofolio Target Pembiayaan, atau Investasi Pada Instrumen Keuangan atau Proyek Yang Sejalan <i>A comparison of production targets and performance, portfolio, financing targets, or investments on Finance Instruments or On Going Projects</i>



No.	Nama Indeks Index Name
	Kinerja Lingkungan <i>Environment Performance</i>
	Umum <i>General</i>
F.4	Biaya Lingkungan Hidup <i>Environment Cost Incurred</i>
	Aspek Material <i>Material Aspect</i>
F.5	Penggunaan Material Yang Ramah Lingkungan <i>Application of the use of environmentally friendly materials, for example the use of recycled materials</i>
	Aspek Energi <i>Energy Aspect</i>
F.6	Jumlah dan Intensitas Energi Yang Digunakan <i>The amount and intensity of energy used</i>
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan <i>Efforts and achievements of energy efficiency, including renewable energy sources</i>
	Aspek Air <i>Water Aspect</i>
F.8	Penggunaan Air <i>Water Usage</i>
	Aspek Keanekaragaman Hayati <i>Biodiversity Aspect</i>
F.9	Dampak Dari Wilayah Operasional Yang Dekat atau Berada Di Daerah Konservasi atau Memiliki Keanekaragaman Hayati <i>Impact of operational areas that are near or in conservation area</i>
F.10	Upaya Konservasi Keanekaragaman Hayati <i>Efforts to conserve biodiversity</i>
	Aspek Emisi <i>Emissions Aspect</i>
F.11	Jumlah dan Intensitas Emisi Yang Dihasilkan Berdasarkan Jenisnya <i>Amount and Intensity of Emissions Produced by Type</i>
F.12	Upaya dan Pencapaian Pengurangan Emisi Yang Dilakukan <i>Emission Reduction Efforts and Achievements Made</i>
	Aspek Limbah Dan Effluen <i>Waste and Effluents Aspect</i>
F.13	Jumlah Limbah dan Effluen Yang Dihasilkan Berdasarkan Jenis <i>Number and intensity of emissions by type</i>
F.14	Mekanisme Pengelolaan Limbah dan Effluen <i>Waste and effluent management mechanisms</i>
F.15	Tumpahan Yang Terjadi (Jika Ada) <i>Spill That Happenies (If any)</i>
	Aspek Pengaduan Terkait Lingkungan Hidup <i>Aspect of Complaints Related to the Environment</i>
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup Yang Diterima Dan Dipelekaikan <i>The number and content of environmental complaints that were received and solved</i>
	Kinerja Sosial <i>Social Performance</i>
F.17	Komitmen LK, Emiten, atau Perusahaan Publik Untuk Memberikan Layanan Atas Produk dan/atau Jasa Yang Setara Kepada Konsumen <i>Commitment of LK, Issuer, or Public Company to Provide Equal Service for Products and / or Services to Consumers</i>

No.	Nama Indeks Index Name
Aspek Ketenagakerjaan <i>Employment Aspect</i>	
F18	Kesetaraan Kesempatan Bekerja <i>Equal Opportunity to Work</i>
F19	Tenaga Kerja Anak dan Tenaga Kerja Paksa <i>Child Labor and Forced Labor</i>
F20	Upah Minimum Regional <i>Regional Minimum Wages</i>
F21	Lingkungan Bekerja yang Layak dan Aman <i>Decent and safe working environment</i>
F22	Pelatihan dan Pengembangan Kemampuan Pegawai <i>Training and Capacity Building for Employees</i>
Aspek Masyarakat <i>Community Aspect</i>	
F23	Dampak Operasi Terhadap Masyarakat Sekitar <i>The Impact of Operations on the Surrounding Community</i> <i>Impact of Operations of The Surrounding Community</i>
F24	Pengaduan Masyarakat <i>Public Complaints</i>
F25	Kegiatan Tanggung Jawab Sosial Lingkungan (TSL) <i>Sustainable Social Responsibility (TSL) Activities</i>
Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan <i>Responsibility for Sustainable Product/Service Development</i>	
F26	Inovasi dan Pengembangan Produk/Jasa Keuangan berkelanjutan <i>Innovation and Sustainable Financial Product/Service Development</i>
F27	Produk/Jasa yang Sudah Dievaluasi Keselamatannya Bagi Pelanggan <i>Products / services that have been evaluated for safety for customers</i>
F28	Dampak Produk/Jasa <i>Product / Service Impact</i>
F29	Jumlah Produk yang Ditarik Kembali <i>Number of Products Withdrawn Back</i>
F30	Survei Kepuasan Pelanggan Terhadap Produk dan/atau Jasa Keuangan Berkelanjutan <i>Customer Satisfaction Survey of Sustainable Financial Products and / or Services</i>
Lain-lain <i>Others</i>	
G.1	Verifikasi Tertulis Dari Pihak Independen, Jika Ada <i>Written Verification From an Independent Party, If Any</i>
G.2	Surat Pernyataan Anggota Direksi dan Anggota Dewan Komisaris Tentang Tanggung Jawab Atas Laporan Keberlanjutan <i>Statement of Members of the Board of Directors and Members of the Board of Commissioners regarding the Responsibility for Sustainability Reporting</i>
G.3	Salinan Umpan Balik <i>Feedback Sheet</i>
G.4	Tanggapan Terhadap Umpan Balik Laporan Tahun Sebelumnya <i>Response to Previous Year's Report Feedback</i>
G.5	Daftar Pengungkapan Sesuai POJK 51/2017 <i>List of Disclosures in Accordance with POJK 51/2017</i>

Lembar Umpan Balik Feedback Form

Laporan Keberlanjutan 2024 PT Mubadira Segara Sejahtera Tbk (MSS) memberikan gambaran kinerja keuangan dan keberlanjutan kami menghasilkan nilai dan saran dari pemangku kepentingan terkait Laporan Keberlanjutan kami dengan mengisi formulir ini melalui email atau pos.

The 2024 Sustainability Report of PT Mubadira Segara Sejahtera Tbk (MSS) provides an overview of regarding performance and sustainability. We welcome feedback and suggestions from stakeholders regarding the Sustainability Report by sending this form via email or mail.

Saluran Pemangku Kepentingan Stakeholders Group

- ☐ Pemegang Saham
Shareholder
- ☐ Masyarakat
Community
- ☐ Nasabah
Customer
- ☐ Pemasok
Partner
- ☐ Media Massa
Mass Media
- ☐ Pegawai & Organisasi Pegawai
Employee & Employee Organization
- ☐ Pemerintah, Regulator, Legislatif Nasabah
Government, Regulator, Legislative Customer
- ☐ Lainnya, mohon sebutkan
Other, please state

Mohon pilih jawaban berikut yang paling sesuai dengan pertanyaan di bawah.
Please choose the most appropriate answer that suit with the questions below.

- | | Ya
Yes | Tidak
No |
|--|--------------------------|--------------------------|
| 1. Laporan ini bermanfaat bagi Anda.
The report is useful to you. | ☐ | ☐ |
| 2. Laporan ini sudah menggambarkan kinerja LK dalam pembangunan berkelanjutan.
The report describe Company's performance on sustainability development. | ☐ | ☐ |

Mohon berikan penilaian atas tingkat aspek material yang dinilai penting menurut anda bagi keberlanjutan PT Mubadira Segara Sejahtera Tbk (MSS) (nilai: 1=paling tidak penting (td 6=paling penting).

Please give assessment level to material aspect which you deemed as important for the sustainability of PT Mubadira Segara Sejahtera Tbk (MSS) (value: 1=less important up to 6=most important).

	1	2	3	4	5
Kinerja Ekonomi Economic Performance	☐	☐	☐	☐	☐
Kepengawasan Employment	☐	☐	☐	☐	☐
Kesehatan dan Keselamatan Kerja Health and Safety	☐	☐	☐	☐	☐
Pendidikan dan Pelatihan Education and Training	☐	☐	☐	☐	☐
Keanekaragaman dan Kesempatan Setara Diversity and Equal Opportunity	☐	☐	☐	☐	☐
Privasi Pelanggan Customer Privacy	☐	☐	☐	☐	☐
Lain-lain Others	☐	☐	☐	☐	☐

Lembar Umpan Balik Feedback Form

Mohon berikan saran/ulas/komentar Anda atas laporan ini.
Please provide advice/suggestion/commentary on the report statement.

Terima kasih atas partisipasi Anda. Mohon agar lembar umpan balik ini dikirimkan kembali ke alamat:
Thank you for your participation. Kindly send this feedback form to address below.



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