

LAPORAN KEBERLANJUTAN **2024** SUSTAINABILITY REPORT

SUSTAINING MARINE INTEGRITY



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SUSTAINING MARINE INTEGRITY

PT Supraco Lines menegaskan komitmennya untuk menjalankan bisnis secara bertanggung jawab melalui tema “Sustaining Marine Integrity.” Tema ini mencerminkan keyakinan bahwa keberlanjutan tidak hanya diukur dari pencapaian kinerja, tetapi dari kemampuan perusahaan untuk menjaga keutuhan nilai, etika, dan keseimbangan lingkungan laut.

Sebagai bagian dari Radiant Group, SPL menjalankan tanggung jawabnya dengan memastikan bahwa setiap kegiatan operasional, mulai dari penggunaan bahan bakar B30, pengelolaan energi dan air, hingga keselamatan kerja di laut, dilakukan secara hati-hati, efisien, dan sesuai prinsip tata kelola yang baik.

Dengan berpegang pada integritas sebagai panduan utama, SPL berupaya agar setiap pelayaran tidak hanya memberikan nilai ekonomi, tetapi juga berkontribusi terhadap kelestarian laut dan kesejahteraan masyarakat pesisir.





PENJELASAN TEMA

ABOUT THE THEME

PT Supraco Lines reaffirms its commitment to responsible business practices through the theme “Sustaining Marine Integrity.” This theme reflects the belief that sustainability is not measured solely by performance achievements, but by the Company’s ability to uphold integrity, ethical values, and the balance of the marine environment.

As part of the Radiant Group, SPL fulfills its responsibility by ensuring that every operational activity—from the use of B30 biodiesel fuel and the management of energy and water resources to offshore occupational safety—is carried out with prudence, efficiency, and adherence to good corporate governance principles.

Guided by integrity as its core value, SPL strives to ensure that every voyage generates not only economic value but also contributes to marine conservation and the well-being of coastal communities.





01

IKHTISAR KINERJA KEBERLANJUTAN SUSTAINABILITY HIGHLIGHT



IKHTISAR KINERJA KEBERLANJUTAN

SUSTAINABILITY HIGHLIGHTS [B.1] [B.2] [B.3]



KINERJA EKONOMI

ECONOMICS PERFORMANCE

Jumlah Proyek

Total Projects

Proyek | Projects



2024	10
2023	8
2022	6

Pendapatan

Revenue

Juta Rupiah | Million Rupiah



2024	99.299
2023	110.874
2022	113.913

Labarugi Tahun Berjalan

Profit (Loss) For The Year

Juta Rupiah | Million Rupiah

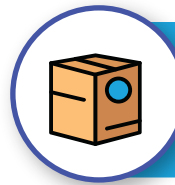


2024	2.395
2023	8.491
2022	8.557

Presentase Pemasok Lokal

Local Supplier Percentage

Persentase (%) | Percentage



2024	80
2023	58
2022	35



Jumlah anggaran pengadaan yang kami keluarkan untuk pemasok lokal pada tahun 2024 adalah sebesar 38.488.947.089 atau sebesar 80,33% dari total anggaran kami.

The total procurement budget allocated to local suppliers in 2024 amounted to IDR 15,485,788,185, representing 37.05% of our overall budget. [204-1]



KINERJA SOSIAL

SOCIAL PERFORMANCE

Biaya TJSL

CSER Expense

Juta Rupiah | Million Rupiah



2024	118
2023	8
2022	5

Jumlah Jam Pelatihan

Total Training Hours

Jam | Hours



2024	19
2023	144
2022	16



Selama periode 2022-2024, perusahaan berhasil mencatatkan kinerja keselamatan yang baik tanpa adanya Recordable Incident (TRI).

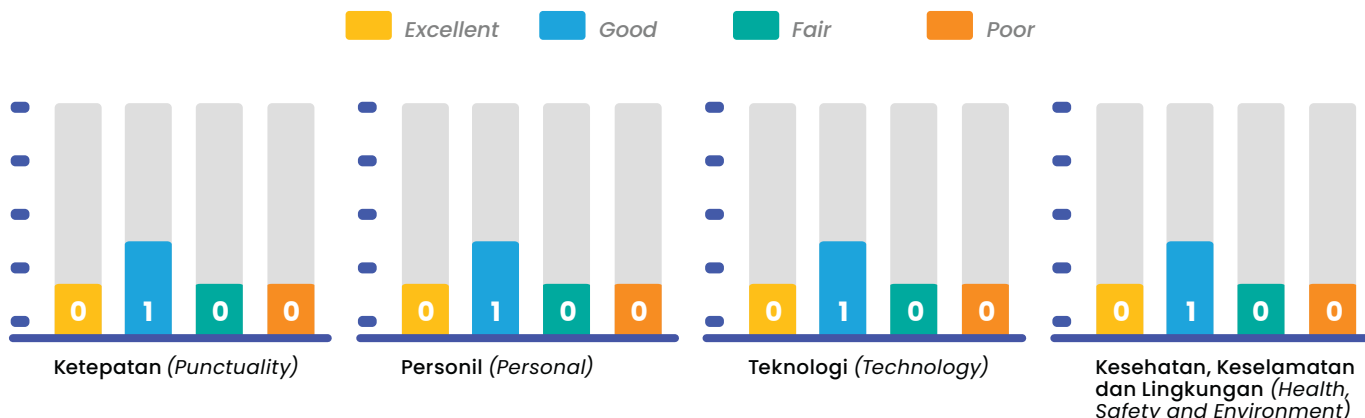
Throughout the 2022-2024 period, the company recorded zero Total Recordable Incidents (TRI).

Indeks Survei Kepuasan Pelanggan

Customer Satisfaction Survey Index

Dari total empat proyek yang berjalan, sebanyak 30% dijadikan sampel sesuai prosedur survei kepuasan pelanggan, dengan hasil menunjukkan rata-rata penilaian pada kategori "Good to Excellent", yang mencerminkan tingkat kepuasan pelanggan yang positif terhadap kinerja SPL.

Out of a total of four operational projects, 30 percent were selected as samples in accordance with the company's customer satisfaction survey procedure, yielding an average rating in the "Good to Excellent" category, which reflects a strong level of client satisfaction with SPL's overall service quality and performance.



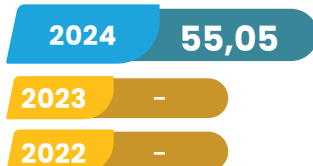
KINERJA LINGKUNGAN

ENVIRONMENTAL PERFORMANCE

Penggunaan Listrik*

Electricity Consumption

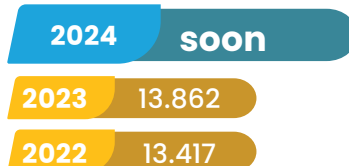
GJ | GJ



Pemakaian Air*

Water Consumption

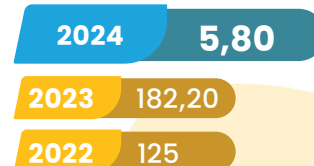
M³ | M³



Limbah B3*

Hazardous Waste

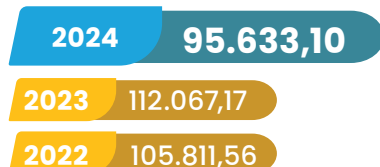
Kg | Kg



Pemakaian B30 Untuk Kapal

B30 Consumption for Vessel

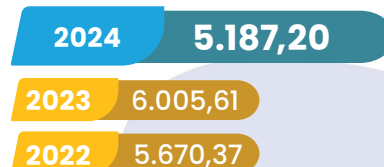
GJ | GJ



Jumlah Emisi GRK Cakupan 1,2, dan 3*

Total GHG Emission Scope 1, 2 and 3

Ton CO₂e | Ton CO₂e



Tahun 2024 kami mengurangi emisi sebesar 818,41 ton CO₂e dari tahun sebelumnya.
In 2024, we successfully reduced our emissions by 818.41 tons of CO₂e compared to the previous year.



Pengurangan limbah B3 pada tahun 2024 sebesar 96,7% jika dibandingkan dengan tahun 2023.
The reduction of hazardous waste (B3) in 2024 reached 96.7% compared to 2023.



Seluruh armada kapal SPL telah menggunakan biodiesel B30, mencerminkan komitmen perusahaan pada transisi energi bersih dan pengurangan emisi.
SPL's entire fleet operated with B30 biodiesel, reflecting the company's commitment to clean energy transition and emission reduction.

*Penyajian data kembali serta pelaporan konsumsi energi dan air di Gedung Samarinda, termasuk emisi Cakupan 3 Kategori 6: perjalanan bisnis melalui udara, mulai diinisiasi pada tahun 2024.

*The restatement of data and the reporting of energy and water consumption at the Samarinda Office, including Scope 3 Category 6 emission: business travel by air, were initiated in 2024.



ASET KAPAL SUPRACO LINES
VESSEL ASSET OF SUPRACO LINES



02

ASSET KAPAL SUPRACO LINES
VESSEL ASSET OF SUPRACO LINES



ASET KAPAL SUPRACO LINES

VESSEL ASSET OF SUPRACO LINES

Unit yang dimiliki & sewa :
Owned & chartered units :

1 Crane Barge & Work Barge



4 Hopper Barge



2 Anchor Handling Tug



5 Crew Boat / Sea Truck



3 Tug Boat



Crane Barge & Work Barge



Anchor Handling Tug



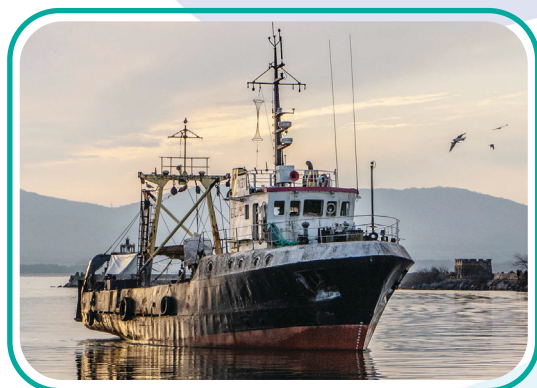
Tug Boat



Hopper Barge



Crew Boat / Sea Truck



TENTANG SUPRACO LINES
ABOUT SUPRACO LINES

SAR
UTAMAKA

SDO
SAFETY DATA



PPE MUST BE
APD WAJIB D

GT 704

NG MEMBAWA HP
TANDA BEKERJA

03 TENTANG SUPRACO LINES ABOUT SUPRACO LINES



SAFETY FIRST

KESELAMATAN KERJA



BE WORN IN THIS AREA.
DIGUNAKAN DI AREA INI

NO 5656 / PPM

Kawasan Bebas ASAP ROKOK



TENTANG SUPRACO LINES

ABOUT SUPRACO LINES

Visi & Misi

Vision & Mission [C.1]



VISI
VISION

Menjadi Penyedia Layanan Kelautan Terkemuka

To become a leading provider of marine services.



MISI
MISSION

Menyediakan Layanan Terbaik dengan Komitmen Kuat terhadap Keselamatan Terdepan melalui Inovasi, Profesionalisme, Integritas, dan Keteguhan

To deliver the best services with a strong commitment to forefront safety through innovation, professionalism, integrity, and resilience.

Sekilas Supraco Lines

Supraco Lines at Glance



Nama Perusahaan
Company Name [2-1]

PT SUPRACO LINES



Aktivitas, Merek, Produk, dan Jasa
Activities, Brands, Products, and Services [2-6] [C.4]

Jasa Penyediaan dan Pengoperasian Kapal.
Services for the Provision and Operation of Vessels.



Tahun Berdiri **3 Maret 2008**
Year Established March 3, 2008



Pasar Dilayani
Market Served [2-1] [2-6]

Penyediaan dan pengoperasian kapal untuk organisasi baik di Indonesia maupun mancanegara.

Provision and operation of vessels for organizations both in Indonesia and internationally.



Bentuk Legal dan Kepemilikan
Legal Form and Ownership [2-1]

- Perseroan Terbatas | *Limited Liability Company*
- Kepemilikan Saham | *Share Ownership*
 - a. PT Radiant Utama Interinsco Tbk 98,75%
 - b. PT Supraco Indonesia 1,25%



Wilayah Operasional Operational Area [C.3] [2-6]

Area operasional Supraco Lines berada di Indonesia dengan satu kantor pusat di Jakarta dan satu cabang di Samarinda.

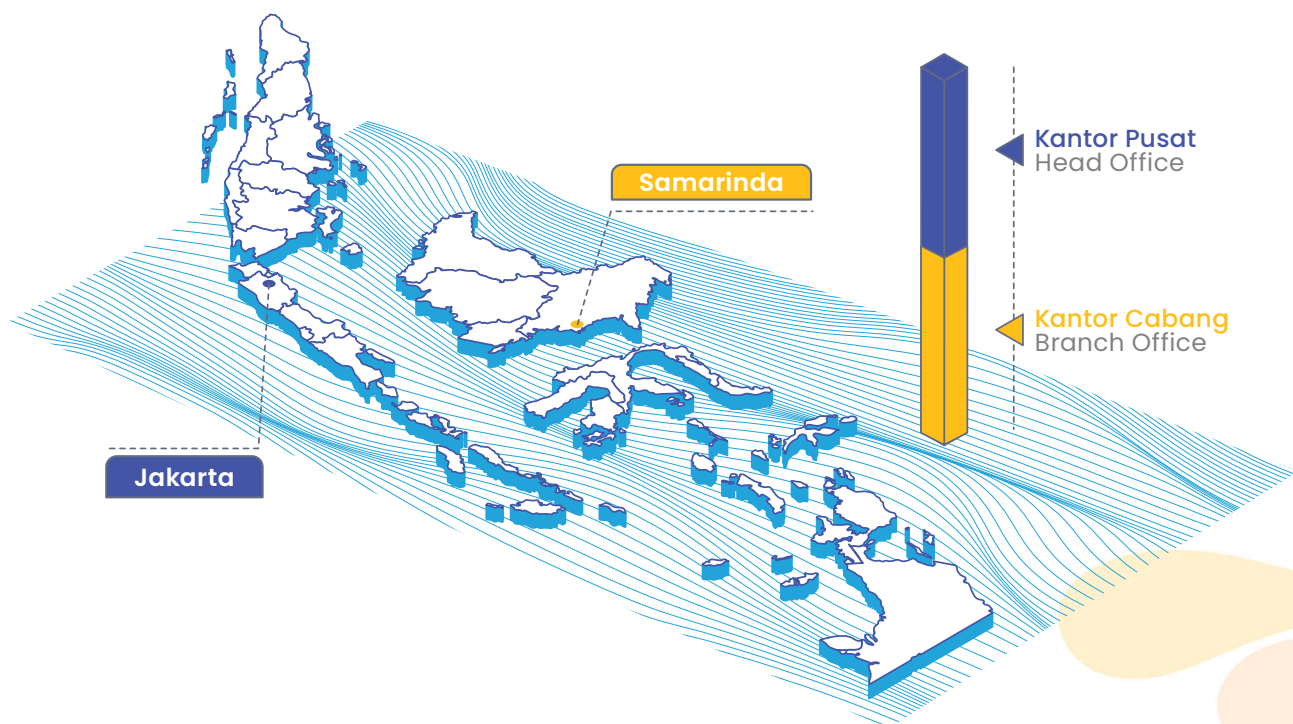
The operational area of Supraco Lines is located in Indonesia, with a head office in Jakarta and a branch in Samarinda



Alamat Kantor Pusat Headquarter Address [C.2]

Jl. Kapten Tendean No. 24, Mampang Prapatan Jakarta 12720 – Indonesia

Jl. Kapten Tendean No. 24, Mampang Prapatan Jakarta 12720 – Indonesia



Keanggotaan Asosiasi

Membership Of The Association [2-28] [C.5]



Nama Asosiasi

Kamar Dagang dan Industri Indonesia (KADIN)
Indonesian Chamber Of Commerce And Industry



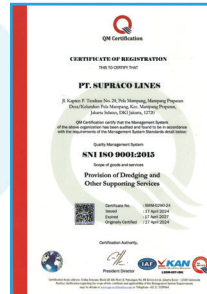
Nama Asosiasi

Persatuan Pengusaha Pelayaran Niaga Nasional Indonesia
Indonesia National Shipowners Association (INSA)

Sertifikasi Certification



ISO 14001:2015



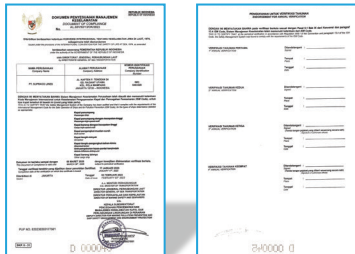
ISO 9001: 2015



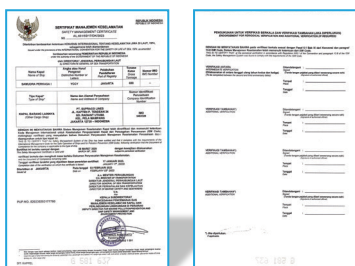
Sistem Manajemen
Kesehatan dan
Keselamatan Kerja
*Occupational Health
and Safety Management
System*



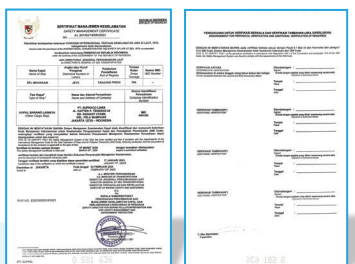
ISO 45001:2018



Sistem Manajemen Keselamatan Untuk Pengoperasian
Kapal Secara Aman dan Usaha Pencegahan Pencemaran
di Laut – Dokumen Penyesuaian Manajemen Keselamatan
Oleh Menteri Perhubungan
*ISM Code – Document of Compliance by Minister of
Transportation*



Sertifikat Manajemen Keselamatan Kapal
(SAMUDRA PERKASA I)
Safety Management Certificate (SAMUDRA PERKASA I)



Sertifikat Manajemen Keselamatan Kapal
(SPL Mahakam)
Safety Management Certificate (SPL Mahakam)



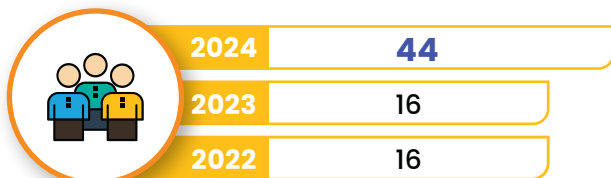
Skala Organisasi

ORGANIZATION SCALE [C.3]

Jumlah Karyawan Overhead

Total Overhead Employees

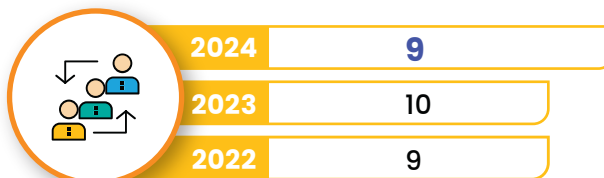
Orang | People



Jumlah Karyawan Overhead (DC&IDC)

Total Project Employees

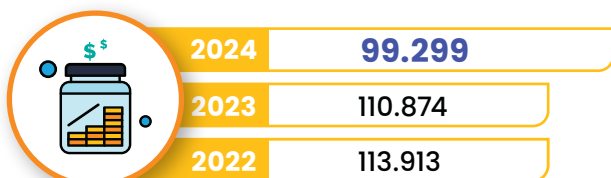
Orang | People



Jumlah Pendapatan

Total Revenue

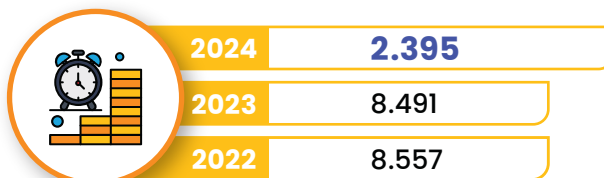
Juta Rupiah | Million Rupiah



Labatahun Berjalan

Profit For The Year

Juta Rupiah | Million Rupiah

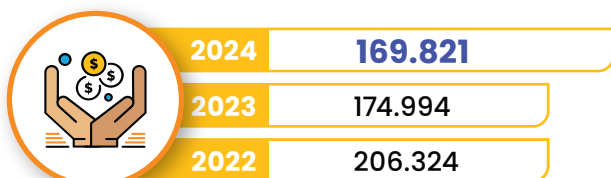


Total Kapitalisasi | Total Capitalization

Aset

Assets

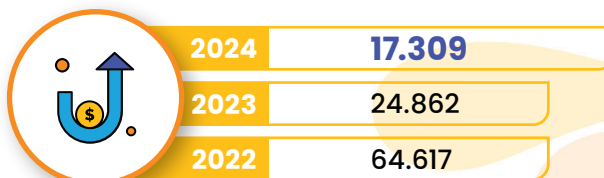
Juta Rupiah | Million Rupiah



Kewajiban

Liabilities

Juta Rupiah | Million Rupiah



Perubahan Signifikan

Significant Changes [2-6] [C.6]

Perusahaan mengalami perubahan struktur organisasi di tahun 2024. Namun demikian, tidak terdapat perubahan yang signifikan pada kegiatan usaha, kepemilikan saham, struktur rantai pasokan dan skala bisnis. Perubahan struktur yang terjadi adalah sebagai berikut:

The Company underwent organizational restructuring in 2024. However, there were no significant changes to the nature of business activities, shareholding composition, supply chain structure, or business scale. The structural adjustments undertaken are as follows:

- Pembentukan Risk, Performance & Productivity Function: memperkuat pengelolaan risiko proaktif, pengukuran kinerja terstruktur, dan peningkatan produktivitas lintas fungsi.
 - Pembentukan OD & Reward di Divisi HC & GS: mendukung transformasi organisasi melalui pengembangan struktur, budaya kerja, serta penambahan fungsi reward untuk kebijakan kompensasi dan benefit.
 - Pembentukan Budget Control & Management Reporting: sebagai pengendali anggaran dan penyedia laporan manajemen akurat untuk keputusan strategis.
 - Pembentukan Branch Support Controller: mengoordinasikan fungsi support cabang dengan pendekatan matriks terintegrasi.
 - Penunjukan Branch Operation Manager di setiap cabang: memperkuat kendali lini operasional agar selaras dengan strategi pusat.
 - Penambahan Fungsi Compliance pada QSHE Corporate: menunjukkan komitmen pada kepatuhan hukum, standar industri, dan tata kelola perusahaan.
 - Pemisahan HC & GA menjadi tiga unit: (a) HR Operation & Industrial Relation, (b) HR Development, dan (c) General Services.
- *Establishment of the Risk, Performance & Productivity Function: strengthening proactive risk management, structured performance measurement, and cross-functional productivity improvement.*
 - *Establishment of Organizational Development & Reward within the HC & GS Division: supporting organizational transformation through structural and cultural development, complemented by the addition of a reward function to ensure compensation and benefits.*
 - *Establishment of Budget Control & Management Reporting: serving as a centralized unit for budget control and accurate, timely management reporting to support strategic decision-making.*
 - *Establishment of Branch Support Controller: coordinating branch support functions through an integrated matrix approach with head office departments.*
 - *Appointment of Branch Operation Managers in each branch: reinforcing operational control to ensure alignment with corporate strategies from headquarters.*
 - *Addition of the Compliance Function within Corporate QSHE: reflecting the Company's commitment to legal compliance, industry standards, and good corporate governance.*
 - *Separation of HC & GA into three dedicated units: (a) HR Operations & Industrial Relations, (b) HR Development, and (c) General Services.*

- Pemisahan Logistic & Warehouse menjadi departemen tersendiri: meningkatkan efisiensi rantai pasok, distribusi material, dan pengendalian inventori.
 - Pembentukan Finance & Treasury Division: memperkuat pengelolaan keuangan, arus kas, pendanaan, dan investasi; menaungi Finance Dept. & Procurement Dept.
 - Peleburan Shared Services: restrukturisasi unit dengan pengalihan CTA Dept., TKDN, dan Asset & Warehouse langsung di bawah Managing Director, serta pemindahan Procurement ke Finance & Treasury Division.
- *Separation of Logistics & Warehouse into a standalone department: enhancing efficiency in supply chain management, material distribution, and inventory control.*
 - *Establishment of the Finance & Treasury Division: strengthening centralized financial management, particularly in cash flow, funding, and investment, overseeing both Finance and Procurement Departments.*
 - *Integration of Shared Services: restructuring of shared service functions through the realignment of CTA Dept., TKDN, and Asset & Warehouse directly under the Managing Director, and the transfer of Procurement Department into the Finance & Treasury Division.*

PT Supraco Lines beroperasi dalam satu kerangka kepatuhan korporasi PT Radiant Utama Interinsco Tbk. Seluruh kebijakan dan pedoman diadopsi dan ditegakkan pada setiap proses dan pengambilan keputusan. Pendekatan ini menjamin integritas, konsistensi pelaksanaan, serta keberlanjutan operasional yang selaras dengan strategi dan nilai-nilai korporasi induk.

As a subsidiary of PT Radiant Utama Interinsco Tbk, PT Supraco Lines operates within the Group's corporate compliance framework. We embed and rigorously enforce Group policies and standards across all operational activities and decision-making processes. This governance discipline upholds integrity, drives execution consistency, and sustains long-term operational performance in alignment with the parent company's strategy and core values.

Para Karyawan

Employees [2-7] [C.3] [405-1]

Seluruh karyawan SPL berstatus penuh waktu, tanpa adanya tenaga kerja paruh waktu maupun borongan (non-guaranteed hours employees). Data ketenagakerjaan diperoleh dari Fungsi Sumber Daya Manusia dan dihitung berdasarkan jumlah individu yang tercatat hingga 31 Desember 2024.

Untuk keperluan pelaporan dan tata kelola sumber daya manusia, perusahaan mengelompokkan karyawan ke dalam tiga kategori: Overhead (OH), Direct Cost (DC), dan Indirect Cost (IDC). Karyawan Overhead berperan dalam mendukung kegiatan proyek tanpa terlibat langsung dalam operasionalnya. Karyawan Direct Cost ditugaskan secara langsung pada pelaksanaan proyek tertentu, sedangkan karyawan Indirect Cost menjalankan fungsi proyek yang mendukung lebih dari satu proyek secara bersamaan.

All SPL employees are full-time personnel, with no part-time or non-guaranteed hours employees engaged. Workforce data are obtained from the Human Resources function and recorded based on individual headcount as of 31 December 2024.

For reporting and human capital governance purposes, the company categorizes its workforce into three groups: Overhead (OH), Direct Cost (DC), and Indirect Cost (IDC). Overhead employees provide project-related support without direct operational involvement. Direct Cost employees are assigned directly to specific project execution, while Indirect Cost employees perform project functions that support more than one project concurrently.

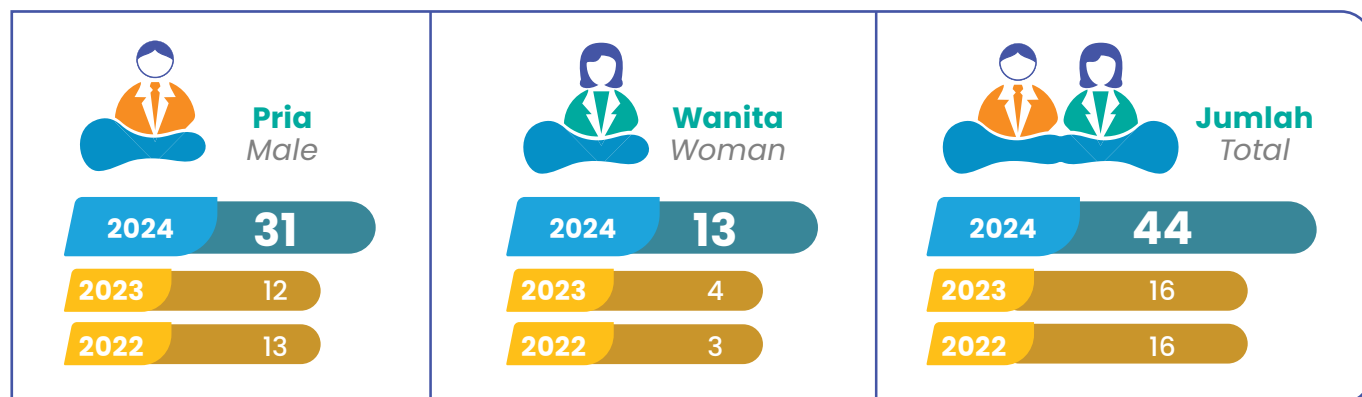
Komposisi Karyawan Berdasarkan Pendidikan

Composition of Employees by Education Level

Tingkat Pendidikan Education Level	 2022	 2022	 2023	 2023	 2024	 2024
SMA Senior High School	0	0	0	0	1	0
Diploma 3 3-year Diploma	1	0	1	0	1	1
Diploma 4 4-year Diploma	0	0	0	0	0	0
S1 Bachelor Degree	10	3	10	4	24	11
S2 Master Degree	2	0	1	0	5	1
Jumlah Total	13	3	12	4	31	13

Komposisi Karyawan Berdasarkan Jenis Kelamin

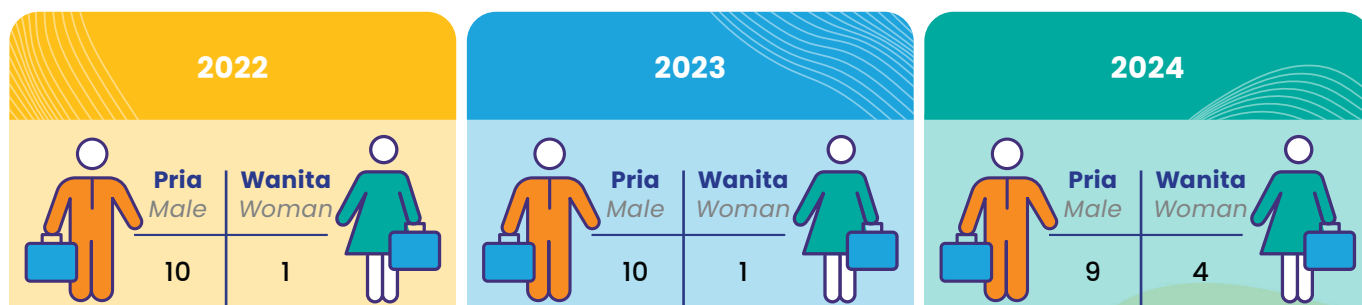
Composition of Employees by Gender



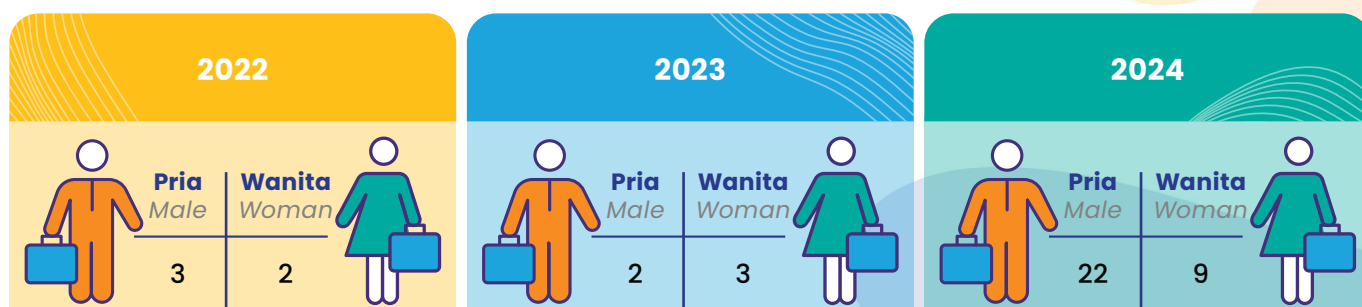
Komposisi Karyawan Berdasarkan Status Kepegawaian

Composition of Employees by Emploment Status

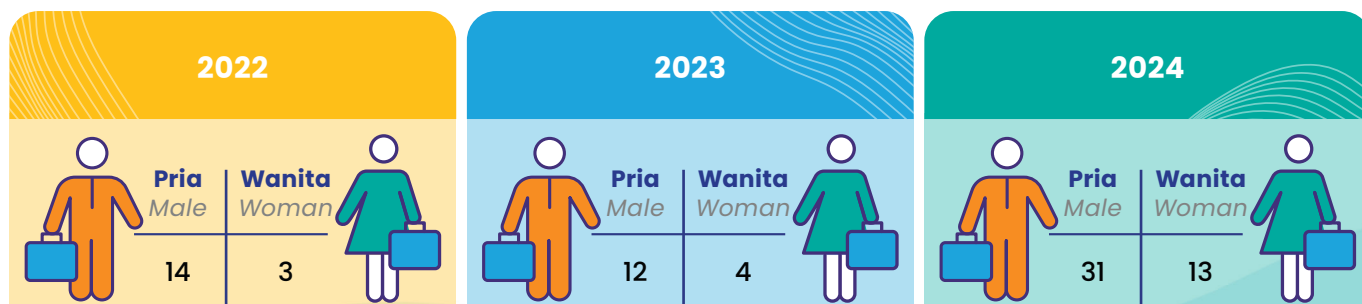
Tetap | Permanent



Kontrak | Contract



Jumlah | Total



Komposisi Karyawan Berdasarkan Usia

Composition of Employees by Age

Usia Age	 2022 	 2023 	 2024 
>50 Tahun >50 Years	4 0	3 1	6 5
30 – 50 Tahun 30 – 50 Years	7 1	6 1	24 7
<30 Tahun <30 Years	3 1	3 2	1 1
Jumlah Total	14 2	12 4	31 13

Komposisi Karyawan Berdasarkan Wilayah Penempatan

Composition of Employees by Placement Area

Jakarta | Jakarta

2022

Pria

Male

7

Wanita

Woman

0

2023

Pria

Male

7

Wanita

Woman

0

2024

Pria

Male

28

Wanita

Woman

12

Samarinda | Samarinda

2022

Pria

Male

4

Wanita

Woman

5

2023

Pria

Male

4

Wanita

Woman

5

2024

Pria

Male

3

Wanita

Woman

1

Jumlah | Total

2022

Pria

Male

11

Wanita

Woman

5

2023

Pria

Male

11

Wanita

Woman

5

2024

Pria

Male

31

Wanita

Woman

13

Komposisi Karyawan Berdasarkan Jabatan

Composition of Employees by Position

Jabatan Position	2022		2023		2024	
						
Penasihat Advisor	2	0	0	0	0	0
Komite Eksekutif Executive Comitee	1	0	0	1	0	1
Direksi Director	0	0	1	0	2	0
Wakil Presiden Vice President	0	0	0	0	3	2
Manajer Umum General Manager	0	0	0	0	2	1
Manajer Manager	1	0	1	0	14	6
Supervisor Supervisor	5	1	5	1	6	1
Staff Staff	5	1	5	2	4	2
Jumlah Total	14	2	12	4	31	13

SPL mencatat 9 karyawan proyek pada 2024, semuanya berada pada kategori Direct Cost (DC) dengan 0 Indirect Cost (IDC). Distribusi jenis kelamin 4 pria dan 5 wanita, menunjukkan representasi perempuan yang sedikit lebih tinggi di lini proyek.

SPL recorded 9 project employees in 2024, all classified as Direct Cost (DC) with zero Indirect Cost (IDC). The gender distribution: 4 men and 5 women, indicates a slightly higher representation of women in project roles.



04

TENTANG LAPORAN KEBERLANJUTAN ABOUT THE SUSTAINABILITY REPORT



SPL-MAHAKAM

TENTANG LAPORAN KEBERLANJUTAN

ABOUT THE SUSTAINABILITY REPORT

Laporan ini mencakup periode 1 Januari-31 Desember 2024, dengan informasi keuangan disajikan terpisah sebagai bagian dari Laporan Keuangan Konsolidasian. Pada data energi, emisi, air, dan limbah terdapat penyajian kembali data (restatement). Laporan Keberlanjutan milik PT Supraco Lines (selanjutnya disebut sebagai SPL atau Perusahaan) diterbitkan setiap tahun sebagai wujud komitmen Perseroan untuk menyampaikan kinerja ekonomi, sosial, dan lingkungan berikut perbandingan data untuk periode yang relevan.

Penyusunan laporan merujuk pada GRI Universal Standards 2021 serta beberapa indikator POJK No.51/POJK.03/2017; meskipun belum diverifikasi secara eksternal, seluruh data telah melalui verifikasi internal dan memperoleh persetujuan Direksi Supraco Lines. [2-2] [2-3] [2-4] [2-5] [2-14]

Topik Material

Material Topics [C.3] [3-1] [3-2]

Keselarasan topik material dalam Laporan Keberlanjutan dipertahankan seperti tahun sebelumnya, mengacu pada hasil Penilaian Materialitas 2023 yang dilakukan melalui diskusi kelompok terarah (FGD) bersama pemangku kepentingan internal dan eksternal. Penyusunan laporan mengikuti prinsip materialitas, konteks keberlanjutan, keterlibatan pemangku kepentingan, serta kelengkapan pelaporan. Seluruh daftar topik material telah melalui proses telaah dan mendapatkan persetujuan dari Direksi.

This report covers the period 1 January–31 December 2024, with financial information presented separately as part of the Consolidated Financial Statements. The energy emissions, water, and waste includes a data restatement. The Sustainability Report belongs to PT Supraco Lines (hereinafter referred to as SPL or the Company) is published annually as a manifestation of the Company's commitment to disclose economic, social, and environmental performance, together with comparative data for the relevant period.

This report is prepared with reference to the GRI Universal Standards 2021 and selected indicators of OJK Regulation (POJK) No. 51/POJK.03/2017; although it has not undergone external assurance, all data have been internally verified and approved by the Board of Directors of Supraco Lines.

The consistency of material topics in the Sustainability Report is maintained from the previous year, referring to the 2023 Materiality Assessment conducted through focus group discussions (FGDs) with both internal and external stakeholders. The report preparation adheres to the principles of materiality, sustainability context, stakeholder engagement, and completeness. All material topics have been reviewed and approved by the Board of Directors.

Daftar Topik Material List of Material Topics



Etika Bisnis
Business Ethic



Kesehatan dan Keselamatan Kerja
Occupational Health and Safety



Emisi Gas Rumah Kaca
Green House Gas Emission



Limbah
Waste

Pelibatan Pemangku Kepentingan

Stakeholder Engagement [2-29] [E.4]

Identifikasi pemangku kepentingan dilakukan melalui proses pemetaan sosial dan lingkungan yang bersifat adaptif dan berkelanjutan. Pendekatan ini berfungsi sebagai instrumen strategis bagi manajemen untuk memahami serta mengelola potensi dampak ekonomi, lingkungan, dan sosial yang ditimbulkan oleh kegiatan operasional Supraco Lines. Keterlibatan pemangku kepentingan dilaksanakan secara terarah berdasarkan isu-isu prioritas yang relevan dengan kepentingan mereka, guna memastikan keselarasan antara ekspektasi pemangku kepentingan dan kinerja keberlanjutan perusahaan.

Stakeholder identification is conducted through an adaptive and continuous social and environmental mapping process. This approach serves as a strategic management instrument to anticipate and manage the potential economic, environmental, and social impacts of Supraco Lines' operations. Stakeholder engagement is carried out in a targeted manner, focusing on priority issues relevant to stakeholder interests, to ensure alignment between stakeholder expectations and the company's sustainability performance.



Pemegang Saham

Stakeholders

Metode dan Frekuensi

Pelibatan

Methods and Engagement Frequency

Pertemuan atau rapat dilakukan sesuai kebutuhan.

Meetings held as needed.

Isu Signifikan dan Perhatian

Methods and Engagement Frequency

- Kinerja keuangan dan operasional
- Tata kelola perusahaan yang baik dan berkelanjutan

- *Financial and operational performance*
- *Good and sustainable corporate governance*

Respons dan Tindak Lanjut Perusahaan

Responses and Company's Action

- Menyusun Laporan Tahunan, Laporan Keuangan, dan Laporan Keberlanjutan.
- Menerapkan prinsip tata kelola perusahaan yang baik dan berkelanjutan.

- *Preparing Annual, Financial, and Sustainability Reports.*
- *Implementing good and sustainable corporate governance.*



Karyawan Employees

Metode dan Frekuensi

Pelibatan

*Methods and
Engagement
Frequency*

Pertemuan internal dan townhall meeting dilaksanakan secara berkala.

Regular internal meetings and townhall sessions.

Isu Signifikan dan Perhatian

*Methods and
Engagement
Frequency*

- Kebijakan ketenagakerjaan dan kesejahteraan.
- Pengembangan karier dan kompetensi.
- Keselamatan dan Kesehatan Kerja (K3).

- *Employment and welfare policies.*
- *Career and competency development.*
- *Occupational Health and Safety (OHS).*

Respons dan Tindak Lanjut Perusahaan

*Responses and
Company's Action*

- Menyelenggarakan program pelatihan dan pengembangan kompetensi.
- Memberikan remunerasi sesuai standar ketenagakerjaan.
- Menerapkan sistem keselamatan kerja yang terukur.

- *Conducting training and development programs.*
- *Providing remuneration aligned with labor standards.*
- *Implementing structured safety systems.*



Klien Client

Metode dan Frekuensi

Pelibatan

*Methods and
Engagement
Frequency*

SLA/kontrak, pertemuan bisnis, audit, laporan kinerja, dan survei kepuasan pelanggan.

SLAs/contracts, business meetings, audits, performance reports, and client satisfaction surveys.

Isu Signifikan dan Perhatian

*Methods and
Engagement
Frequency*

- Keandalan layanan dan kru.
- Kepatuhan HSSE.
- Ketepatan waktu dan mutu layanan.
- Biaya yang transparan.

- *Service and crew reliability.*
- *HSSE compliance.*
- *On-time delivery and service quality.*
- *Cost transparency.*

Respons dan Tindak Lanjut Perusahaan

*Responses and
Company's Action*

- Optimasi jadwal dan pemeliharaan kapal.
- Pelaksanaan tindakan korektif dan pencegahan.
- Pelaporan SLA dan penanganan keluhan.

- *Schedule optimization and maintenance.*
- *Implementation of corrective and preventive actions.*
- *SLA reporting and complaint handling.*



Masyarakat Community

Metode dan Frekuensi

Pelibatan

*Methods and
Engagement
Frequency*

Pertemuan dan komunikasi sosial dilakukan sesuai kebutuhan.

Meetings and community outreach held as needed.

Isu Signifikan dan Perhatian

*Methods and
Engagement
Frequency*

- Pelaksanaan program sosial dan lingkungan.
- Pemberdayaan masyarakat dan kesempatan kerja.

- *Social and environmental responsibility programs.*
- *Community empowerment and employment opportunities.*

Respons dan Tindak Lanjut Perusahaan

*Responses and
Company's Action*

- Melaksanakan program tanggung jawab sosial dan lingkungan yang terarah.
- Membuka peluang kerja bagi masyarakat lokal.

- *Implementing targeted CSR and environmental programs.*
- *Creating local employment opportunities.*



Pemerintah Government

Metode dan Frekuensi

Pelibatan

*Methods and
Engagement
Frequency*

Pertemuan dan kunjungan kerja dilaksanakan sesuai kebutuhan.

Meetings and work visits held as needed.

Isu Signifikan dan Perhatian

*Methods and
Engagement
Frequency*

- Kepatuhan terhadap peraturan dan kebijakan pemerintah.
- Pelaporan tahunan dan perpajakan.

- *Compliance with laws and regulations.*
- *Reporting obligations and tax payments.*

Respons dan Tindak Lanjut Perusahaan

*Responses and
Company's Action*

- Mematuhi peraturan yang berlaku.
- Melaksanakan kewajiban pelaporan dan pembayaran pajak.

- *Complying with applicable regulations.*
- *Fulfilling reporting and tax obligations.*



Vendor Supplier

Metode dan Frekuensi

Pelibatan

*Methods and
Engagement
Frequency*

Komunikasi melalui surat elektronik, telepon, dan pertemuan langsung maupun daring.

Communication through email, phone, and both online and offline meetings.

Isu Signifikan dan Perhatian

*Methods and
Engagement
Frequency*

- Kesepakatan kontrak kerja.
- Pembayaran tepat waktu.
- Kualitas barang dan jasa.
- Hubungan kerja sama yang saling menguntungkan.

- *Work contract agreements.*
- *Timely payments.*
- *Quality assurance.*
- *Mutually beneficial partnerships.*

Respons dan Tindak Lanjut Perusahaan

*Responses and
Company's Action*

- Menjalin kerja sama sesuai kesepakatan.
- Menjaga komunikasi yang efektif dan transparan.
- Menerapkan sistem pengadaan yang adil dan etis.

- *Building cooperative partnerships.*
- *Maintaining effective communication.*
- *Enforcing fair and ethical procurement systems.*

Tanggapan Umpan Balik Laporan Sebelumnya

Response to Previous Year's Report Feedback [2-26] [G.3]

Sebagai bentuk apresiasi terhadap keterlibatan para pemangku kepentingan, Supraco Lines menyampaikan terima kasih atas masukan dan tanggapan yang diberikan terhadap Laporan Keberlanjutan Tahun 2023. Seluruh umpan balik yang diterima menjadi dasar penting dalam penyusunan Laporan Keberlanjutan Tahun 2024, agar informasi yang disajikan menjadi lebih komprehensif, transparan, dan relevan dengan harapan para pemangku kepentingan. Perusahaan juga terus membuka ruang dialog melalui Lembar Umpan Balik yang disertakan di bagian akhir laporan untuk menerima saran, kritik, maupun tanggapan atas Laporan Keberlanjutan Tahun 2024.

As a form of appreciation for stakeholder engagement, Supraco Lines expresses its gratitude for the feedback and comments provided on the 2023 Sustainability Report. The input received has served as a key reference in developing the 2024 Sustainability Report, ensuring that the information presented is more comprehensive, transparent, and aligned with stakeholder expectations. The company also continues to encourage open dialogue by providing a Feedback Form at the end of the report for any suggestions, comments, or responses regarding the 2024 Sustainability Report.

Kontak Terkait Laporan | Contact Regarding The Report



Fungsi Keberlanjutan | Sustainability Function

Kantor Pusat | Headquarters

Radiant Group Building

Jl. Kapten Tendean No. 24 Mampang Prapatan, Jakarta 12720 Indonesia



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sustainability@radiant.co.id



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05

PESAN DIREKTUR UTAMA

MESSAGE FROM THE PRESIDENT DIRECTOR



PESAN DIREKTUR UTAMA [2-22] [A.1] [D.1] [E.5] MESSAGE FROM THE PRESIDENT DIRECTOR

Para Pemangku Kepentingan yang Terhormat,
Dear Esteemed Stakeholders,

A. Kebijakan dan Respons terhadap Tantangan Keberlanjutan

Sebagai entitas yang beroperasi di sektor jasa maritim dan energi, Supraco Lines menyadari bahwa keberlanjutan merupakan kunci bagi ketahanan bisnis jangka panjang. Prinsip ini menjadi dasar dalam setiap keputusan strategis perusahaan, mencakup aspek ekonomi, sosial, dan lingkungan yang saling terintegrasi.

A. Policy and Response to Sustainability Challenges

As a company operating in the maritime and energy service sectors, Supraco Lines recognizes that sustainability is essential to ensuring long-term business resilience. This principle serves as the foundation for every strategic decision, integrating economic, social, and environmental dimensions throughout the organization.

SOEHARTO NURCAHYONO

Direktur Utama
President Director



Bagi Supraco Lines, nilai keberlanjutan tercermin dalam upaya menjaga efisiensi operasional kapal, peningkatan keselamatan kerja, serta pengelolaan dampak lingkungan melalui penerapan prinsip K3 secara konsisten. Kami juga terus memperluas kontribusi sosial melalui pemberdayaan masyarakat pesisir dan peningkatan kompetensi tenaga kerja di wilayah operasi.

Menanggapi arah kebijakan nasional dan perkembangan global terkait penerapan Operasional Berkelanjutan, perusahaan terus memperkuat integrasi aspek ESG dalam manajemen dan operasionalnya. Kami beradaptasi dengan tren dekarbonisasi dan efisiensi energi melalui langkah-langkah konkret seperti penggunaan energi yang lebih efisien di kapal dan kantor dan pelaporan emisi secara transparan.

Komitmen pimpinan perusahaan diwujudkan melalui kebijakan keberlanjutan yang selaras dengan Radiant Group Sustainability Roadmap, di mana Supraco Lines berperan aktif dalam mendukung target pengurangan emisi dan penguatan praktik bisnis hijau.

Sepanjang tahun 2024, kami mencatat beberapa capaian penting, di antaranya pengurangan emisi sebesar 818,41 ton CO₂e dibandingkan tahun sebelumnya, mulai menginisiasi pencatatan penggunaan air dan energi di Gedung Samarinda, serta penyempurnaan sistem K3 dan pelaporan ESG. Di sisi lain, tantangan utama yang kami hadapi adalah konsistensi dalam pelaporan data di seluruh unit operasional dan peningkatan kesadaran keberlanjutan di tingkat operasional lapangan

B. Penerapan Operasional Berkelanjutan

Kinerja keberlanjutan Supraco Lines tahun 2024 menunjukkan arah positif dibandingkan target tahun sebelumnya. Dari sisi ekonomi, perusahaan berhasil menjaga stabilitas operasional serta memperkuat kepercayaan klien melalui keandalan layanan dan ketepatan waktu.

For Supraco Lines, the value of sustainability is reflected in our continuous efforts to maintain vessel operational efficiency, strengthen workplace safety, and manage environmental impacts through consistent implementation of HSSE principles. We also continue to expand our social contribution by supporting coastal community development and enhancing workforce competencies in our operational areas.

In response to national policy directions and global developments related to sustainable operations, the company continues to strengthen ESG integration within its management and operational systems. We are adapting to the ongoing decarbonization and energy efficiency trends through concrete actions such as improving energy efficiency across vessels and offices and enhancing transparency in emissions reporting.

Our leadership's commitment to sustainability is demonstrated through the adoption of policies aligned with the Radiant Group Sustainability Roadmap, where Supraco Lines plays an active role in supporting emission reduction targets and promoting green business practices.

Throughout 2024, we achieved several key milestones, including a reduction of 818.41 tons of CO₂e compared to the previous year, the initiation of energy and water consumption reporting at the Samarinda Office, and improvements in our HSSE and ESG reporting systems. On the other hand, our main challenges remain ensuring consistency in data reporting across operational units and raising sustainability awareness among field personnel.

B. Implementation of Sustainable Operational

Supraco Lines' sustainability performance in 2024 showed positive progress compared to the previous year's targets. Economically, the company successfully maintained operational stability and strengthened client trust through reliable service and on-time project completion.

Secara sosial, kami terus meningkatkan kesejahteraan karyawan melalui program pengembangan kompetensi dan pelatihan keselamatan kerja, dengan seluruh karyawan berstatus penuh waktu. Dalam periode pelaporan, tidak terdapat konflik maupun keluhan dari masyarakat di sekitar wilayah operasi.

Dari sisi lingkungan, Supraco Lines mulai menginisiasi konsumsi energi dan air di kantor samarinda, serta memperluas cakupan pelaporan emisi hingga ke Cakupan 3 (Scope 3) kategori perjalanan bisnis udara. Kami juga terus memastikan pengelolaan limbah dan HSSE diterapkan dengan standar tinggi di seluruh armada dan fasilitas pendukung.

Sejumlah pencapaian ini menjadi refleksi dari kemajuan penerapan Operasional Berkelanjutan perusahaan, sekaligus landasan bagi perbaikan berkelanjutan di tahun mendatang.

C. Strategi Pencapaian Target

Untuk memastikan pencapaian target keberlanjutan jangka menengah dan panjang, Supraco Lines mengimplementasikan pendekatan pengelolaan risiko terpadu yang mencakup aspek ekonomi, sosial, dan lingkungan. Risiko utama seperti fluktuasi pasar energi, perubahan regulasi lingkungan, serta potensi insiden keselamatan di laut terus dimonitor dan dikelola melalui sistem HSSE yang ketat dan pelatihan rutin bagi kru kapal.

Selain mitigasi risiko, perusahaan juga aktif memanfaatkan peluang bisnis dari tren transisi energi dan ekonomi hijau. Kami melihat potensi besar dalam optimalisasi efisiensi bahan bakar, penggunaan teknologi ramah lingkungan, serta kolaborasi dengan mitra strategis dalam pengembangan layanan berbasis keberlanjutan.

On the social front, we continued to improve employee welfare through competency development and safety training programs, with all employees employed on a full-time basis. During the reporting period, there were no conflicts or complaints from surrounding communities near our operational areas.

Environmentally, Supraco Lines initiated energy and water consumption monitoring at the Samarinda Office and expanded its emission reporting to include Scope 3 Category 6 (Business Travel by Air). The company also continued to ensure that waste management and HSSE practices were implemented to high standards across all vessels and supporting facilities.

These achievements reflect the company's progress in implementing Sustainable Operational principles and form a strong foundation for further continuous improvement in the coming years.

C. Strategy for Achieving Targets

To ensure the achievement of its medium- and long-term sustainability goals, Supraco Lines implements an integrated risk management approach encompassing economic, social, and environmental aspects. Key risks such as energy market fluctuations, regulatory changes, and potential safety incidents at sea are closely monitored and managed through rigorous HSSE systems and regular crew training.

Beyond risk mitigation, the company also actively explores business opportunities arising from the global energy transition and the development of a green economy. We see significant potential in optimizing fuel efficiency, adopting environmentally friendly technologies, and fostering strategic collaborations to expand sustainability-oriented service offerings.

Faktor eksternal seperti perubahan iklim, dinamika ekonomi global, dan regulasi maritim internasional kami pandang bukan sebagai ancaman, melainkan dorongan untuk bertransformasi. Supraco Lines berkomitmen untuk terus memperkuat tata kelola, transparansi, dan inovasi dalam menghadapi perubahan tersebut, demi memastikan keberlanjutan bisnis sekaligus memberikan nilai tambah bagi seluruh pemangku kepentingan.

Penutup

Kami percaya bahwa keberlanjutan bukan sekadar tujuan, melainkan perjalanan panjang yang memerlukan konsistensi dan kolaborasi. Supraco Lines akan terus memperkuat komitmen terhadap keberlanjutan dengan memastikan setiap keputusan bisnis membawa dampak positif bagi masyarakat, lingkungan, dan pemegang saham.

Atas nama manajemen, kami menyampaikan apresiasi setinggi-tingginya kepada seluruh karyawan, mitra usaha, klien, dan pemangku kepentingan yang telah mendukung langkah keberlanjutan Supraco Lines sepanjang tahun 2024.

External factors such as climate change, global economic dynamics, and international maritime regulations are not viewed as threats but as catalysts for transformation. Supraco Lines remains committed to strengthening governance, transparency, and innovation to navigate these dynamics, ensuring business resilience while creating long-term value for all stakeholders.

Closing

We believe that sustainability is not merely a destination but a continuous journey that requires consistency and collaboration. Supraco Lines will continue to strengthen its sustainability commitment by ensuring that every business decision generates positive impacts for people, the planet, and shareholders.

On behalf of the management, I extend my highest appreciation to all employees, business partners, clients, and stakeholders who have supported Supraco Lines' sustainability journey throughout 2024.

Jakarta, Oktober 2025 | October 2025



Soeharto Nurcahyono
Direktur Utama | President Director

LEMBAR PERNYATAAN DIREKSI TENTANG TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN 2024 PT SUPRACO LINES

Kami yang bertanda tangan di bawah ini, Direksi PT Supraco Lines, menyatakan bahwa seluruh informasi yang tercantum dalam Laporan Keberlanjutan Tahun 2024 telah disusun dan disajikan dengan memperhatikan prinsip akurasi, keseimbangan, keterbandingan, kejelasan, ketepatan waktu, dan keandalan.

Laporan ini disusun berdasarkan ketentuan Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, serta mengacu pada Global Reporting Initiative (GRI) Universal Standards 2021 sebagai pedoman internasional dalam pelaporan keberlanjutan.

Direksi bertanggung jawab penuh atas kebenaran dan kelengkapan seluruh informasi yang disajikan dalam laporan ini, termasuk kebijakan, strategi, dan kinerja keberlanjutan perusahaan yang mencakup aspek ekonomi, sosial, dan lingkungan selama periode pelaporan tahun 2024.

Demikian pernyataan ini kami buat dengan sebenar-benarnya agar dapat digunakan sebagaimana mestinya.

Jakarta, Oktober 2025

Anggota Direksi



Soeharto Nurcahyono
Direktur Utama



Ramzi Siddiq Amier
Direktur



Zaki Maulana
Direktur

Anggota Komisaris



Amira Ganis
Komisaris Utama



Aby Abdullah Ganis
Komisaris

STATEMENT OF THE BOARD OF DIRECTORS' AND BOARD OF COMMISSIONERS' RESPONSIBILITY ON THE SUSTAINABILITY REPORT 2024 OF PT SUPRACO LINES

We, the undersigned members of the Board of Directors of PT Supraco Lines, hereby declare that all information contained in the 2024 Sustainability Report has been prepared and presented in accordance with the principles of accuracy, balance, comparability, clarity, timeliness, and reliability.

This report has been developed in compliance with Financial Services Authority (OJK) Regulation No. 51/POJK.03/2017 on the Implementation of Sustainable Finance for Financial Service Institutions, Issuers, and Public Companies, and with reference to the Global Reporting Initiative (GRI) Universal Standards 2021 as the international guideline for sustainability reporting.

The Board of Directors assumes full responsibility for the accuracy and completeness of all information presented in this report, including the company's sustainability policies, strategies, and performance covering economic, social, and environmental aspects during the 2024 reporting period.

This statement is made truthfully and may be used accordingly.

Jakarta, Oktober 2025

Directors



Soeharto Nurcahyono
President Director



Ramzi Siddiq Amier
Director



Zaki Maulana
Director

Board of Commissioners



Amira Ganis
President Commissioner



Aby Abdullah Ganis
Commissioner



06

DAMPAK SOSIAL: MASYARAKAT, KARYAWAN DAN KEMITRAAN

**SOCIAL IMPACT: COMMUNITIES, EMPLOYEES
AND PARTNERSHIP**



KINERJA SOSIAL: KARYAWAN, MASYARAKAT, DAN MITRA

SOCIAL PERFORMANCE: EMPLOYEES, COMMUNITIES, AND PARTNERS

Sepanjang 2024, Supraco Lines tidak mencatat adanya kasus diskriminasi di lingkungan kerja. Komitmen ini menjadi bagian dari penerapan prinsip Environmental, Social, and Governance (ESG) dalam aspek sosial, yang menekankan penghargaan terhadap keberagaman, kesetaraan kesempatan, dan budaya kerja yang saling menghormati.

Throughout 2024, Supraco Lines recorded no instances of discrimination in the workplace. This commitment forms an integral part of the Company's adherence to Environmental, Social, and Governance (ESG) principles within the social dimension, emphasizing respect for diversity, equal opportunity, and a workplace culture grounded in mutual dignity and inclusion. [F.18]

Pelatihan dan Pengembangan Kompetensi Karyawan

Employee Training and Competency Development [F.22]

Supraco Lines berkomitmen untuk mengembangkan sumber daya manusia yang kompeten, adaptif, dan profesional melalui sistem pelatihan dan pengembangan yang terencana dan terukur. Program ini dirancang untuk memastikan setiap karyawan memiliki kemampuan yang sesuai dengan tanggung jawab, jabatan, serta tuntutan operasional perusahaan, sekaligus mendukung tujuan keberlanjutan jangka panjang.

Proses pengembangan dimulai dengan identifikasi dan penilaian kompetensi karyawan melalui *Form Competency Analysis* (P-HRD-001/S2) yang dilaksanakan setiap tahun oleh Departemen People Development bersama Kepala Divisi, Departemen, dan Cabang. Evaluasi ini bertujuan untuk memetakan kesesuaian antara kompetensi individu dan standar jabatan berdasarkan pendidikan, pengalaman, pelatihan, dan keterampilan. Hasilnya menjadi dasar penyusunan rencana pengembangan serta pelatihan yang relevan di periode berikutnya.

Setiap akhir tahun, perusahaan menyusun *Training Need Analysis* (TNA) untuk memetakan kebutuhan pelatihan satu tahun ke depan. Proses ini melibatkan seluruh unit kerja untuk

Supraco Lines is committed to developing a competent, adaptive, and professional workforce through a structured and measurable training and development system. This initiative aims to ensure that all employees possess the skills and knowledge required for their roles while supporting the Company's long-term sustainability goals.

The development process begins with the annual Competency Analysis (P-HRD-001/S2) conducted by the People Development Department in collaboration with Division Heads, Department Heads, and Branch Managers. This assessment identifies the alignment between employees' competencies and job standards based on education, experience, training, and technical skills. The results are used to develop targeted improvement plans and inform future training programs.

At the end of each year, the Company prepares a Training Need Analysis (TNA) to identify training requirements for the upcoming year. The process involves all work units and includes both internal

mengidentifikasi kebutuhan pelatihan internal maupun eksternal, yang mencakup peningkatan kompetensi teknis, penyegaran sertifikasi (*refresher*), pengembangan manajerial, hingga pelatihan Keselamatan dan Kesehatan Kerja (K3) yang diwajibkan.

Departemen People Development bertanggung jawab mengoordinasikan seluruh tahapan pelaksanaan pelatihan, mulai dari perencanaan, penjadwalan, penunjukan penyedia pelatihan, hingga verifikasi administrasi dan pengelolaan anggaran. Untuk pelatihan yang melibatkan pihak eksternal, kontrak kerja sama disiapkan guna memastikan kepatuhan terhadap kebijakan perusahaan dan kesiapan peserta.

Sebagai bagian dari proses pengembangan awal, Supraco Lines menyelenggarakan training induction bagi seluruh karyawan baru. Program ini bertujuan memperkenalkan budaya kerja perusahaan, nilai-nilai inti, serta kebijakan utama termasuk sistem K3, etika bisnis, dan tata kelola perusahaan. Dengan demikian, setiap karyawan baru dapat beradaptasi lebih cepat dengan lingkungan kerja dan memahami perannya dalam mendukung kinerja operasional serta keberlanjutan perusahaan.

Setiap kegiatan pelatihan dievaluasi menggunakan Form Evaluasi Efektivitas Training untuk menilai relevansi, kualitas materi, dan dampaknya terhadap peningkatan kinerja karyawan. Hasil evaluasi dikompilasi dan dilaporkan oleh Departemen People Development sebagai bahan perbaikan berkelanjutan terhadap program pelatihan di tahun berikutnya.

and external training covering technical skill enhancement, refresher and certification renewal, managerial capability building, and mandatory Occupational Health and Safety (OHS/HSSE) training.

The People Development Department coordinates the end-to-end process, from planning and scheduling to vendor selection, administrative verification, and budget control. For external programs requiring contractual agreements, the Department ensures compliance with company policies and readiness of participants.

As part of the onboarding process, Supraco Lines provides induction training for all new employees. This program introduces the Company's values, work culture, and key policies, including HSSE systems, business ethics, and corporate governance principles. The induction process helps new employees quickly adapt to their roles and align with the Company's operational and sustainability objectives.

Each training program is evaluated through a Training Effectiveness Evaluation Form to assess its relevance, content quality, and contribution to employee performance. Evaluation results are consolidated by the People Development Department as part of the continuous improvement cycle for future training programs.

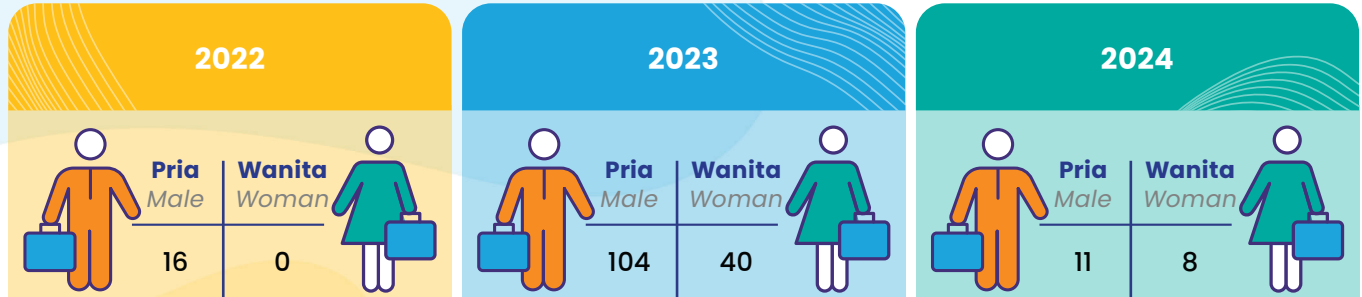




RATA-RATA JAM PELATIHAN AVERAGE HOURS OF TRAINING [404-1]

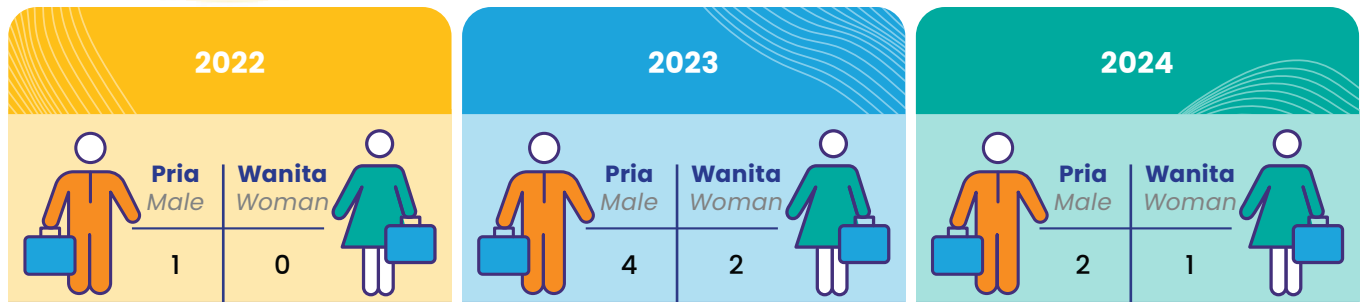
Jumlah Jam Pelatihan | Electricity Consumption

Jam | Hours



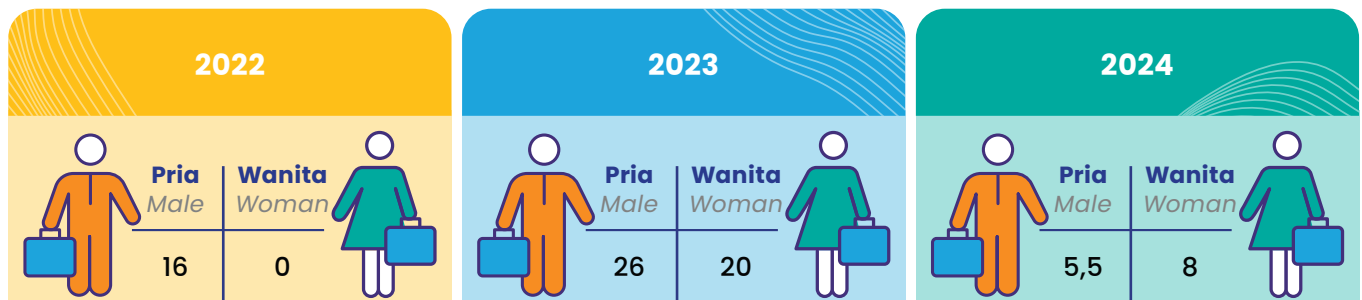
Jumlah Karyawan yang Mengikuti Pelatihan | Number of Employees Attend Training

Karyawan | Employees



Rata-rata Jam Pelatihan Per Karyawan Per Tahun | Average Hours of Training Per Employee Per Year

Jam / Karyawan | Hours / Employees



Selama tahun 2024, Supraco Lines melaksanakan program pelatihan eksternal untuk meningkatkan kompetensi dan profesionalisme karyawan di seluruh tingkatan organisasi. Melalui pelatihan ini, perusahaan terus mendorong peningkatan kapasitas sumber daya manusia yang adaptif dan unggul serta mendukung kinerja dan keberlanjutan bisnis.

Throughout 2024, Supraco Lines implemented external training programs to enhance employee competence and professionalism across all organizational levels. Through these initiatives, the Company continues to strengthen an adaptive and high-performing workforce that supports both business excellence and long-term sustainability. [2-17] [E.2]

Keberagaman dan Kesetaraan di Lingkungan Kerja

Diversity and Equality in the Workplace [202-1] [F.20] [405-2]

Supraco Lines berkomitmen untuk menciptakan lingkungan kerja yang adil dan setara bagi seluruh karyawan, termasuk dalam aspek pemberian kompensasi. Perusahaan secara konsisten mematuhi ketentuan upah minimum yang berlaku di setiap wilayah operasional, memastikan bahwa seluruh tenaga kerja, baik di lokasi operasional utama maupun di unit pendukung, memperoleh penghasilan sesuai standar minimum yang ditetapkan oleh pemerintah daerah masing-masing.

Penerapan kebijakan remunerasi dilakukan tanpa membedakan gender, di mana karyawan pria dan wanita menerima gaji pokok dan upah dasar dengan rasio 1:1 untuk posisi yang memiliki tanggung jawab dan kualifikasi setara. Hingga akhir tahun pelaporan, 100% karyawan telah menerima upah yang memenuhi atau melampaui standar minimum, mencerminkan komitmen Supraco Lines terhadap prinsip kesetaraan, keadilan, dan penghargaan terhadap kontribusi setiap individu.

Supraco Lines is committed to fostering a fair and equitable workplace for all employees, particularly in terms of compensation practices. The Company consistently complies with applicable minimum wage regulations across all operational areas, ensuring that employees, both in key operational sites and supporting functions, receive compensation aligned with the minimum wage standards established in each region.

The remuneration policy is implemented without gender distinction, with male and female employees receiving equal base pay at a 1:1 ratio for positions of equivalent responsibility and qualification. As of the end of the reporting period, 100% of employees have earned wages that meet or exceed the mandated regional minimum wage, reaffirming Supraco Lines' commitment to equality, fairness, and recognition of every employee's contribution.

5

GENDER
EQUALITY



10

REDUCED
INEQUALITIES



Komposisi karyawan pada tahun 2024 berjumlah 44 orang (31 pria dan 13 wanita). Sebagian besar berada pada rentang usia 30–50 tahun ($\pm 70\%$), diikuti usia di atas 50 tahun ($\pm 25\%$) dan di bawah 30 tahun ($\pm 5\%$). Perempuan terwakili di seluruh kelompok usia; proporsinya hampir setara pada usia di bawah 30 tahun dan usia di atas 50 tahun, mencerminkan komitmen perusahaan terhadap keberagaman dan kesetaraan.

In 2024, the Company's workforce comprised 44 employees (31 men and 13 women). The majority were aged between 30 and 50 years (approximately 70%), followed by those over 50 years (approximately 25%) and under 30 years (approximately 5%). Women are represented in all age groups, with near parity in the under-30 and over-50 cohorts, reflecting the Company's commitment to diversity and equality.

Kami menjunjung tinggi prinsip Hak Asasi Manusia (HAM) dalam seluruh aspek operasionalnya. Perusahaan tidak mempekerjakan tenaga kerja anak maupun tenaga kerja paksa, serta memastikan seluruh kegiatan usaha dilaksanakan dengan menghormati martabat dan kebebasan individu.

Hubungan industrial dikelola secara adil, saling menghormati, dan profesional melalui penerapan Peraturan Perusahaan (PP) yang berlaku bagi seluruh karyawan (100%) tanpa terkecuali. PP berfungsi sebagai pedoman bersama dalam menjalankan hak dan kewajiban, baik bagi perusahaan maupun karyawan, guna menjaga keseimbangan antara kewenangan, tanggung jawab, serta perlindungan terhadap hak pekerja.

Melalui penerapan PP, perusahaan berupaya menciptakan lingkungan kerja yang harmonis, aman, dan produktif. Regulasi ini juga menjadi dasar untuk mencegah terjadinya pelanggaran ketenagakerjaan dan memastikan seluruh hubungan kerja dijalankan dengan prinsip transparansi, keadilan, dan penghormatan terhadap nilai kemanusiaan.

Selain itu, Supraco Lines terus memperkuat sistem komunikasi dan penanganan keluhan melalui mekanisme penyampaian aspirasi karyawan yang dapat diakses secara terbuka. Setiap masukan, saran, maupun laporan pelanggaran akan ditindaklanjuti dengan prinsip objektif dan kerahasiaan, guna menjaga integritas serta membangun budaya kerja yang berkeadilan dan inklusif. [2-30] [F.19]

Keselamatan Dan Kesehatan Kerja (K3)

Occupational Health and Safety (K3) [3-3] [403-8]

Seluruh kegiatan operasional Supraco Lines dijalankan di bawah Sistem Manajemen K3L (Kesehatan, Keselamatan, Keamanan, dan Lingkungan) yang mengacu pada International Safety Management (ISM) Code dan dievaluasi secara berkala oleh Kementerian Perhubungan. Dua armada utama (SPL Mahakam dan Samudera Perkasa 1) telah memenuhi standar keselamatan internasional, dengan audit rutin untuk menjamin efektivitas pengendalian risiko dan pencegahan pencemaran.

Supraco Lines upholds the principles of Human Rights (HR) across all aspects of its operations. The Company strictly prohibits the employment of child labor and forced labor and ensures that all business activities are carried out with respect for human dignity and individual freedom.

Industrial relations are managed fairly, respectfully, and professionally through the implementation of the Company Regulations (PP), which apply to all employees (100%) without exception. The PP serves as a joint framework that governs the rights and responsibilities of both the Company and its employees, ensuring balance between authority, accountability, and worker protection.

Through the PP, the Company aims to maintain a harmonious, safe, and productive work environment. This regulation also serves as a preventive measure against labor violations and reinforces transparency, fairness, and respect for human values within all employment relationships.

Furthermore, Supraco Lines continuously strengthens its communication and grievance mechanisms, enabling employees to raise concerns, suggestions, or reports in a confidential and accountable manner. Every submission is followed up objectively, supporting a culture of integrity, fairness, and inclusion in the workplace.

The Company operates under an integrated Health, Safety, Security, and Environment (HSSE) Management System, aligned with the International Safety Management (ISM) Code and regularly audited by the Ministry of Transportation. Its main vessels (SPL Mahakam and Samudera Perkasa 1) fully comply with international safety standards, supported by regular audits to ensure effective risk control and pollution prevention.

Pendekatan ini diperkuat oleh Komitmen Manajemen melalui Kebijakan MK3L, Prosedur, dan Instruksi Kerja (IK) yang menjadi panduan operasional sehari-hari, mulai dari inspeksi kapal (IK-ISM-SHE-001), penggunaan APAR, penanganan bahan kimia, hingga prosedur tanggap darurat. Sistem ini tidak hanya memastikan kepatuhan terhadap UU No. 1 Tahun 1970 tentang Keselamatan Kerja, tetapi juga membangun budaya kerja yang sadar risiko, tangguh, dan saling peduli.

This approach is reinforced through Management Commitment QSHE Policy, Procedures, and a series of Standard Operating Instructions (IK) governing all operational aspects, from vessel inspection, fire extinguisher use, chemical handling, to emergency response procedures. These frameworks not only ensure compliance with Law No. 1 of 1970 on Occupational Safety, but also cultivate a resilient, risk-aware, and caring work culture.

Pada tahun pelaporan 2024, Perseroan berhasil mempertahankan sertifikasi internasional ISO 9001 (Manajemen Mutu), ISO 14001 (Manajemen Lingkungan), dan ISO 45001 (Manajemen Kesehatan dan Keselamatan Kerja), serta melanjutkan sertifikasi nasional Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3). Hal ini menegaskan konsistensi Supraco Lines dalam menjaga standar manajemen yang unggul dan terintegrasi, memastikan seluruh kegiatan operasional berjalan secara efisien, aman, dan selaras dengan prinsip keberlanjutan lingkungan.

In the 2024 reporting year, the Company successfully maintained its international certifications for ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management), along with the continuation of its national certification for the Occupational Health and Safety Management System (SMK3). This reaffirms Supraco Lines' consistent commitment to upholding integrated management excellence, ensuring that all operations are conducted efficiently, safely, and in alignment with environmental sustainability principles.

Pencegahan dan Pengendalian Risiko

Hazard Prevention and Control [403-7] [403-8]

Supraco Lines telah mengidentifikasi area kerja dengan potensi risiko tinggi melalui SOP-ISM-SHE-001 Hazard Identification, Risk Assessment, and Risk Control, serta menerapkan sistem perizinan kerja, prosedur pengawasan, dan tindakan korektif preventif untuk setiap aktivitas berisiko.

Pengelolaan risiko juga diatur melalui IK-ISM-SHE-013 Ijin Kerja, IK-ISM-SHE-014 LOTO, IK-ISM-SHE-010 Penanganan Bahan Kimia, dan IK-ISM-SHE-008 Oil Spill untuk mencegah kecelakaan maupun pencemaran lingkungan. Kesiapsiagaan darurat dikelola melalui SOP-ISM-SHE-004 Emergency Respons, memastikan seluruh karyawan memahami prosedur tanggap bencana dan pertolongan pertama.

Supraco Lines has identified high-risk operational areas through SOP-ISM-SHE-001 Hazard Identification, Risk Assessment, and Risk Control (HIRARC), and has implemented a comprehensive work permit system, supervision procedures, and corrective and preventive actions for all activities with inherent risks.

Risk management is further governed by several internal instructions, including IK-ISM-SHE-013 Work Permit, IK-ISM-SHE-014 Lock Out Tag Out (LOTO), IK-ISM-SHE-010 Chemical Handling, and IK-ISM-SHE-008 Oil Spill Response, designed to prevent accidents and environmental pollution. Emergency preparedness is managed under SOP-ISM-SHE-004 Emergency Response, ensuring that all personnel are equipped with the knowledge and readiness to execute disaster response and first-aid procedures effectively.

Layanan dan Promosi Keselamatan dan Kesehatan Karyawan

Employee Health and Safety Services and Promotion [403-1] [403-2] [403-3] [403-6] [F.21]

Untuk mendukung kinerja yang optimal, perusahaan menyediakan fasilitas kesehatan dan sistem pemantauan medis bagi seluruh karyawan. Setiap tahun, seluruh pegawai diwajibkan mengikuti Medical Check-Up (MCU) bekerja sama dengan fasilitas kesehatan rekanan. Selain itu, perusahaan menyediakan BPJS Kesehatan untuk seluruh karyawan serta asuransi kesehatan swasta bagi karyawan overhead.

Lingkungan kerja juga dilengkapi fasilitas pendukung seperti alat pemadam api ringan (APAR), detektor asap, kotak P3K, ruang ibadah, dan area kerja ergonomis untuk menciptakan kondisi kerja yang aman dan sehat.

To support optimal performance, the company provides health facilities and a medical monitoring system for all employees. Each year, all personnel are required to undergo a Medical Check-Up (MCU) in collaboration with accredited healthcare providers. In addition, the company provides BPJS Health coverage for all employees and private health insurance for overhead staff.

The workplace is also equipped with supporting facilities such as fire extinguishers, smoke detectors, first-aid kits, prayer rooms, and ergonomic work areas to ensure a safe and healthy working environment.

Pelatihan Keselamatan dan Kesehatan Kerja (K3)

Occupational Health and Safety Training [403-5]

Pelatihan dan peningkatan kompetensi K3 dilaksanakan secara terencana berdasarkan *Training Need Analysis* (TNA) tahunan yang disusun oleh *Departemen People Development*. Proses pelatihan mencakup identifikasi kebutuhan kompetensi di tiap divisi, penyusunan rencana pelatihan tahunan, hingga evaluasi efektivitas pasca-pelatihan.

Seluruh pelatihan mengikuti prosedur internal sebagaimana diatur dalam P-HRD-001/S3 dan SOP-ISM-SHE-005 Operation Control, termasuk aspek keselamatan kerja, tanggap darurat, dan penggunaan alat pelindung diri (APD). Pelatihan internal dilakukan minimal setiap tiga bulan sekali, sedangkan pelatihan eksternal disesuaikan dengan kebutuhan teknis dan sertifikasi.

Pada tahun 2024, Supraco Lines juga menyelenggarakan Basic Sea Survival Training untuk seluruh kru dan staf operasional sebagai upaya peningkatan kesiapsiagaan kerja di laut. Selain itu, seluruh karyawan baru wajib mengikuti SHE Induction untuk memahami lingkungan kerja, budaya keselamatan, dan kewajiban kepatuhan terhadap kebijakan perusahaan.

Occupational health and safety training and competency enhancement are conducted systematically through an annual Training Need Analysis (TNA) coordinated by the People Development Department. Training programs cover competency mapping, annual planning, implementation, and post-training evaluations.

All programs comply with internal procedures as stipulated in P-HRD-001/S3 and SOP-ISM-SHE-005, focusing on work safety, emergency response, and proper use of personal protective equipment (PPE). Internal safety awareness training is held quarterly, while external training is conducted as required for operational certification.

In 2024, Supraco Lines organized Basic Sea Survival Training for all crew and operational personnel to enhance readiness in maritime operations. Every new employee also undergoes a SHE Induction Program, designed to instill awareness of the Company's safety culture and compliance principles.

Partisipasi, Konsultasi, dan Komunikasi K3

Participation, Consultation, and Communication On OHS [403-4]

Supraco Lines memiliki Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3) sebagai wadah formal untuk partisipasi, konsultasi, dan komunikasi terkait sistem manajemen K3L dan pelaksanaan kegiatan operasional. Tim P2K3 terdiri dari pimpinan perusahaan sebagai ketua, Ahli Keselamatan dan Kesehatan Kerja Umum (AK3U) sebagai sekretaris, serta perwakilan karyawan sebagai anggota.

Seluruh anggota P2K3 telah mendapatkan sertifikat pengesahan dari Dinas Tenaga Kerja (Disnaker). Tim ini melaksanakan pertemuan rutin satu kali per tahun dan pelaporan kegiatan setiap tiga bulan sekali kepada instansi terkait.

Supraco Lines has established a Safety and Health Committee (P2K3) as a formal platform for participation, consultation, and communication related to occupational health, safety, and environmental management systems as well as operational activities. The P2K3 team consists of company management serving as the chairperson, a certified Occupational Health and Safety Specialist (AK3U) as the secretary, and employee representatives as members.

All P2K3 members have been officially certified by the local Department of Manpower (Disnaker). The committee conducts regular meetings once a year and submits activity reports to the relevant authorities every three months.

Kinerja K3 dan Tumpahan

OHS Performance and Spill Management [403-9] [403-10] [F.15]

Untuk mendukung budaya keselamatan yang berkelanjutan, Supraco Lines memantau indikator proaktif sebagai bagian dari sistem manajemen K3L. Selama tahun 2024, tercatat 12 Safety Meeting telah dilaksanakan secara rutin untuk memperkuat komunikasi dan kesadaran terhadap risiko keselamatan. Jumlah total 223 personel yang terlibat mencerminkan skala penerapan sistem keselamatan di seluruh unit kerja.

To reinforce a culture of continuous safety improvement, Supraco Lines monitors proactive indicators as part of its integrated HSE management system. Throughout 2024, a total of 12 Safety Meetings were conducted to strengthen communication and awareness regarding occupational risks, involving 223 personnel across operational areas.

Selama tahun 2024, tidak terdapat kejadian fatal, penyakit akibat kerja, maupun kecelakaan kerja (DAFWC, First Aid, MVC, dan Tumpahan) di seluruh area operasional Supraco Lines. Hasil ini mencerminkan efektivitas implementasi sistem K3L serta kedisiplinan seluruh karyawan dalam menjalankan standar operasional dan perilaku aman di tempat kerja.

To reinforce a culture of continuous safety improvement, Supraco Lines monitors proactive indicators as part of its integrated HSE management system. Throughout 2024, a total of 12 Safety Meetings were conducted to strengthen communication and awareness regarding occupational risks, involving 223 personnel across operational areas.



07

TATA KELOLA BERKELANJUTAN SUSTAINABLE GOVERNANCE



TATA KELOLA BERKELANJUTAN

SUSTAINABLE GOVERNANCE

Struktur Tata Kelola Perusahaan

Corporate Governance Structure [2-9] [2-11] [2-12] [2-13] E.1]

Struktur tata kelola PT Supraco Lines terdiri atas dua organ utama, yaitu Dewan Komisaris dan Direksi, yang memiliki peran saling melengkapi dalam memastikan arah strategis dan keberlanjutan operasional perusahaan. Keduanya bekerja secara sinergis dalam melaksanakan fungsi pengawasan, pengambilan keputusan, serta pengelolaan risiko sesuai dengan ketentuan Peraturan Perundang-undangan, Anggaran Dasar Perseroan, dan prinsip-prinsip Tata Kelola Perusahaan yang Baik (GCG).

Dewan Komisaris bertanggung jawab untuk melakukan pengawasan dan memberikan nasihat kepada Direksi, serta memastikan penerapan kebijakan yang transparan dan berintegritas. Dalam menjalankan tugasnya, Dewan Komisaris didukung oleh Komite Audit dan Komite Nominasi dan Remunerasi, yang berperan memberikan kajian independen terhadap aspek keuangan, kepatuhan, serta tata kelola sumber daya manusia.

Sementara itu, Direksi bertanggung jawab penuh atas pengelolaan operasional dan pelaksanaan strategi bisnis sesuai dengan arahan Dewan Komisaris. Direksi dibantu oleh berbagai fungsi pendukung di bidang keuangan, sumber daya manusia, operasi, keselamatan, dan keberlanjutan, guna memastikan seluruh kegiatan usaha berjalan efektif, efisien, dan sesuai dengan prinsip keberlanjutan.

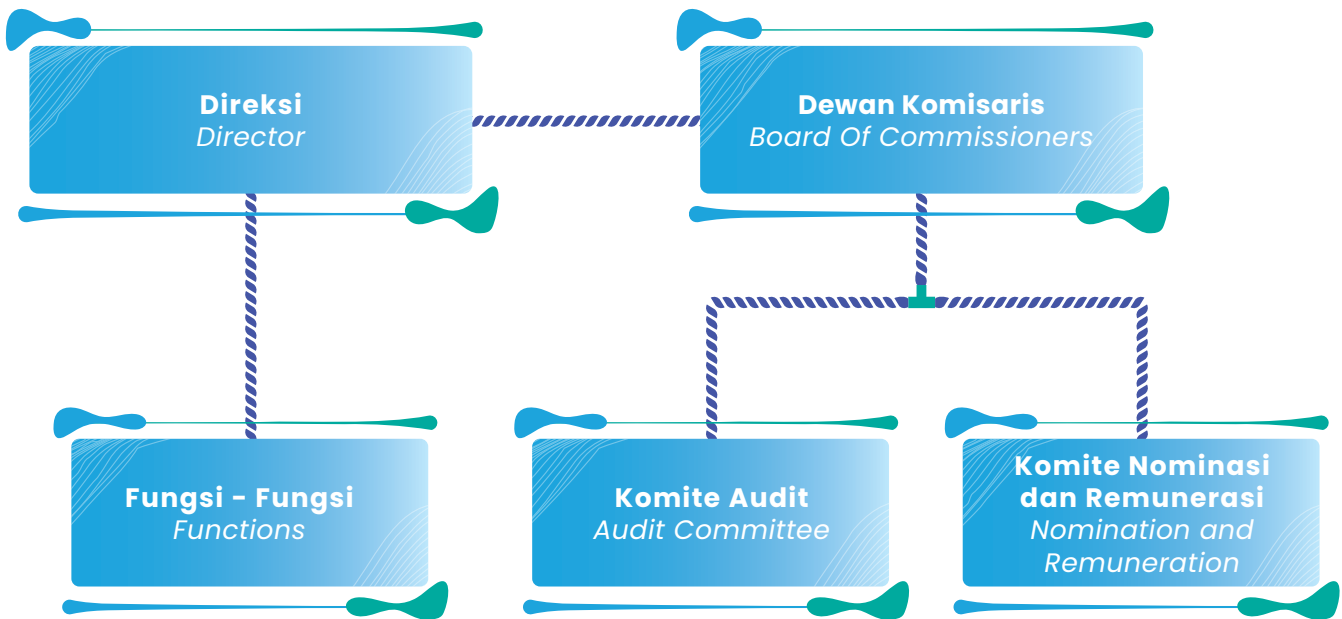
Melalui struktur tata kelola yang jelas dan sistem pengawasan yang kuat, Supraco Lines berkomitmen untuk membangun perusahaan yang transparan, akuntabel, dan berorientasi pada nilai jangka panjang bagi para pemangku kepentingan.

PT Supraco Lines' governance framework comprises two primary bodies: the Board of Commissioners and the Board of Directors, each playing complementary roles in defining strategic direction and ensuring sustainable operations. Both bodies collaborate effectively in exercising oversight, decision-making, and risk management in compliance with prevailing laws, the Company's Articles of Association, and Good Corporate Governance (GCG) principles.

The Board of Commissioners supervises management performance and provides strategic advice to the Board of Directors, ensuring transparency and integrity across all governance practices. The Board is supported by the Audit Committee and the Nomination and Remuneration Committee, which provide independent reviews on financial reporting, compliance, and human capital governance.

The Board of Directors is responsible for the day-to-day management of the Company and the execution of business strategies approved by the Board of Commissioners. It is supported by key functional units, including finance, human resources, operations, safety, and sustainability, to ensure that all corporate activities are executed effectively, efficiently, and in alignment with sustainability principles.

Through this governance structure, Supraco Lines upholds a culture of transparency, accountability, and long-term value creation for all stakeholders..



Manajemen Risiko

Risk Management [2-12] [2-13] [E.2] [E.3]

Dalam menghadapi dinamika bisnis yang semakin kompleks, Supraco Lines menempatkan manajemen risiko sebagai bagian integral dari pengambilan keputusan strategis dan operasional. Perubahan cepat di sektor energi dan maritim menuntut kemampuan adaptif dalam menghadapi kondisi VUCA (Volatile, Uncertain, Complex, Ambiguous) di mana ketidakpastian pasar, perubahan regulasi, serta tekanan lingkungan dan sosial menjadi tantangan utama yang harus dikelola dengan efektif.

Untuk menjawab tantangan tersebut, perusahaan menerapkan ERM (Enterprise Risk Management) berbasis kerangka kerja COSO (Committee of Sponsoring Organizations of the Treadway Commission), yang mengedepankan pendekatan terintegrasi dan sistem pengendalian berlapis (three lines of defense). Implementasi ERM ini dijalankan berdasarkan Surat Keputusan Direksi dan Dewan Komisaris No. 006/RUI/XII/2022 tentang Manajemen Risiko, yang juga berlaku sebagai pedoman grup dalam penerapan kebijakan manajemen risiko di seluruh entitas Radiant Group.

In navigating an increasingly complex business environment, Supraco Lines positions risk management as an integral part of both strategic and operational decision-making. The rapid transformation in the energy and maritime sectors requires adaptive capabilities to address VUCA (Volatile, Uncertain, Complex, Ambiguous) conditions—where market uncertainty, regulatory changes, and environmental and social pressures present critical challenges to business stability.

To respond effectively, the Company implements an Enterprise Risk Management (ERM) framework based on the COSO (Committee of Sponsoring Organizations of the Treadway Commission) model, adopting an integrated and multi-layered control approach (three lines of defense). The ERM implementation is guided by the Decree of the Board of Directors and Board of Commissioners No. 006/RUI/XII/2022 on Risk Management, which also serves as a Group-wide policy framework under Radiant Group.

Melalui kebijakan tersebut, Supraco Lines memastikan setiap risiko baik yang bersumber dari faktor internal maupun eksternal dapat diidentifikasi, dievaluasi, dan dimitigasi secara tepat. Proses manajemen risiko dijalankan secara berkesinambungan dengan melibatkan seluruh pemilik risiko di setiap fungsi kerja, mengacu pada risk appetite dan risk tolerance yang telah ditetapkan. Tujuannya adalah menjaga kesinambungan bisnis, mendorong efisiensi operasional, dan mendukung penciptaan nilai jangka panjang bagi para pemangku kepentingan.

Dalam struktur tata kelola, Direksi bertanggung jawab atas pengawasan dan pengendalian keseluruhan profil risiko perusahaan, sedangkan Komite Audit, di bawah Dewan Komisaris, berfungsi sebagai organ independen yang memastikan kebijakan dan prosedur manajemen risiko diterapkan secara konsisten, transparan, dan sesuai dengan prinsip *Good Corporate Governance* (GCG).

Dengan pendekatan ini, perusahaan tidak hanya memperkuat resiliensi bisnis, tetapi juga memastikan setiap keputusan yang diambil mencerminkan keseimbangan antara risiko dan peluang demi keberlanjutan jangka panjang.

Through this policy, Supraco Lines ensures that every risk, whether internal or external in origin, is systematically identified, assessed, and mitigated. The risk management process is carried out continuously, engaging all risk owners across functions and aligned with the Company's defined risk appetite and tolerance. The objective is to maintain business continuity, improve operational efficiency, and create long-term value for stakeholders.

Within the governance structure, the Board of Directors is responsible for overseeing and controlling the Company's overall risk profile, while the Audit Committee, under the supervision of the Board of Commissioners, functions as an independent body ensuring that risk management policies and procedures are applied consistently, transparently, and in accordance with the principles of Good Corporate Governance (GCG).

This approach reinforces business resilience and ensures that every decision taken reflects a balanced consideration of risks and opportunities in pursuit of sustainable long-term growth.

Kategori Risiko Utama

Key Risk Categories

Sebagai bagian dari pelaksanaan ERM, Supraco Lines mengelompokkan risiko utama ke dalam lima kategori prioritas agar pengendalian dan mitigasi dapat dilakukan secara lebih fokus dan terarah:

As part of its ERM implementation, Supraco Lines categorizes key risks into five priority categories so that control and mitigation can be carried out in a more focused and targeted manner:



Melalui penerapan kebijakan risiko yang terstruktur sebagaimana diatur dalam SK Direksi & Dewan Komisaris No. 006/RUI/XII/2022, Supraco Lines membangun budaya kerja yang sadar risiko, responsif, dan adaptif terhadap perubahan. Pendekatan ini memastikan seluruh fungsi perusahaan mampu mengantisipasi potensi risiko sejak dini, menjaga keberlangsungan operasional, dan mendukung pertumbuhan berkelanjutan sejalan dengan prinsip GCG.

Through structured risk management practices as outlined in the Board of Directors and Board of Commissioners Decree No. 006/RUI/XII/2022, Supraco Lines fosters a risk-aware, responsive, and adaptive culture across all functions. This approach enables early identification of potential threats, ensures operational continuity, and supports sustainable business growth in alignment with GCG principles.

Etika Bisnis

Business Ethics [3-3]

Supraco Lines menjadikan Kode Etik dan Perilaku Bisnis sebagai pedoman utama dalam membangun budaya perusahaan yang berlandaskan integritas, tanggung jawab, dan profesionalisme sesuai Pedoman Etika Bisnis pada Surat Keputusan Bersama Direksi dan Dewan Komisaris (SKB-003/RUI/II/2025 terkait Kebijakan Etika bisnis). Dokumen ini dirancang untuk memastikan seluruh insan Perusahaan, termasuk Direksi, Dewan Komisaris, serta seluruh karyawan, melaksanakan aktivitas usaha dengan menjunjung tinggi prinsip GCG dan kepatuhan terhadap ketentuan hukum yang berlaku.

Kode Etik dan Perilaku Bisnis berfungsi sebagai panduan perilaku dalam setiap aspek pekerjaan, baik di lingkungan internal maupun dalam hubungan eksternal dengan pelanggan, pemasok, mitra bisnis, dan masyarakat. Melalui penerapan kode etik ini, perusahaan menanamkan nilai-nilai dasar seperti kejujuran, keadilan, dan tanggung jawab sosial sebagai bagian dari praktik bisnis berkelanjutan.

Pelaksanaan kode etik berada di bawah koordinasi Fungsi Kepatuhan, yang berperan memastikan penerapan standar etika di seluruh jenjang organisasi. Setiap karyawan diwajibkan memahami, mematuhi, dan menandatangani pernyataan kepatuhan terhadap kode etik sebelum mulai bekerja. Proses induksi dan sosialisasi dilakukan sejak awal masa kerja untuk membangun kesadaran etika serta mendorong perilaku profesional dalam setiap pengambilan keputusan dan tindakan bisnis.

Supraco Lines upholds the Code of Ethics and Business Conduct as a key foundation in fostering a corporate culture built on integrity, accountability, and professionalism, in alignment with the Business Ethics Guidelines stipulated in the Joint Decree of the Board of Directors and Board of Commissioners (SKB-003/RUI/II/2025 on Business Ethics Policy). This document ensures that all members of the organization, including the Board of Directors, the Board of Commissioners, and all employees, conduct business activities in adherence to the principles of GCG and compliance with applicable laws and regulations.

The Code of Ethics and Business Conduct serve as a behavioral guide in every aspect of work, both within the organization and in interactions with customers, suppliers, business partners, and the wider community. Through its implementation, the Company reinforces core values such as honesty, fairness, and social responsibility as integral elements of sustainable business practice.

The implementation of the Code is coordinated by the Compliance Function, which ensures that ethical standards are applied consistently across all levels of the organization. Each employee is required to understand, comply with, and sign a statement of adherence to the Code before commencing employment. Induction and awareness programs are conducted from the start of employment to instill ethical awareness and encourage professional conduct in decision-making and business execution.

Selain Kode Etik, perusahaan juga memiliki berbagai kebijakan pendukung yang memperkuat komitmen terhadap tata kelola yang bersih dan bertanggung jawab, antara lain:

- SKB-004 Kebijakan Anti Suap dan Korupsi, yang menegaskan sikap zero tolerance terhadap segala bentuk penyalahgunaan wewenang dan gratifikasi.
- SKB-005 Kebijakan Sistem Pelaporan Pelanggaran (Whistleblowing System), yang menyediakan mekanisme pelaporan yang aman dan rahasia bagi setiap individu untuk melaporkan dugaan pelanggaran etika, hukum, atau kebijakan internal perusahaan.

Anti-korupsi

Anti-Corruption [205-2]

Supraco Lines menempatkan integritas sebagai fondasi utama dalam seluruh aktivitas bisnis. Perusahaan menolak segala bentuk praktik curang, penyalahgunaan wewenang, dan tindakan korupsi yang dapat merusak reputasi serta kepercayaan dari pemangku kepentingan. Komitmen ini dilaksanakan sesuai Surat Keputusan Bersama Direksi dan Dewan Komisaris No. SKB/003/RUI/XII/2022 tentang Pedoman Etika dan Perilaku, yang menjadi dasar pelaksanaan tata kelola perusahaan yang bersih dan bertanggung jawab.

Untuk memperkuat penerapan nilai tersebut, perusahaan menetapkan Kebijakan Anti-Suap dan Korupsi sebagaimana diatur dalam SKB No. 004/RUI/XII/2022, yang mengatur prinsip zero tolerance terhadap segala bentuk gratifikasi, suap, dan pelanggaran etika lainnya. Kebijakan ini juga mendorong terciptanya lingkungan kerja yang transparan, akuntabel, serta bebas dari benturan kepentingan di seluruh lini organisasi.

In addition to the Code of Ethics, the Company has established supporting policies that strengthen its commitment to clean and responsible governance, including:

- *SKB-004 Anti-Bribery and Corruption Policy, which affirms the Company's zero-tolerance stance against any form of abuse of authority or gratification.*
- *SKB-005 Whistleblowing System Policy, which provides a secure and confidential mechanism for individuals to report suspected ethical, legal, or policy violations.*

Supraco Lines places integrity at the heart of all business activities. The company strictly prohibits any form of fraudulent conduct, abuse of authority, or corruption that could undermine its reputation and stakeholder trust. This commitment is implemented in accordance with the Joint Decree of the Board of Directors and Board of Commissioners No. SKB/003/RUI/XII/2022 on the Code of Ethics and Conduct, which serves as the foundation for clean and responsible corporate governance.

To reinforce this commitment, the company enforces the Anti-Bribery and Corruption Policy as stipulated in SKB No. 004/RUI/XII/2022, which establishes a zero-tolerance stance toward all forms of bribery, gratification, and ethical misconduct. The policy promotes transparency, accountability, and fairness across all organizational levels and ensures that every aspect of operations complies with applicable laws and ethical standards.



- Tidak terdapat kasus atau pelanggaran terkait praktik suap dan korupsi di seluruh unit kerja.
- Seluruh karyawan telah mengikuti sesi pelatihan dan sosialisasi daring mengenai Kebijakan Anti-Suap dan Korupsi.
- Materi edukasi dan pengingat etika disebarkan secara berkala melalui email korporat dan poster digital untuk memperkuat kesadaran integritas.

- No incidents or violations related to bribery or corruption were recorded across all business units.
- All employees participated in online training and socialization sessions on the Anti-Bribery and Corruption Policy.
- Continuous awareness campaigns were carried out through corporate emails and digital posters to strengthen ethical behavior and integrity culture.

Pelaksanaan kebijakan ini dijalankan oleh seluruh jajaran karyawan dan pimpinan dengan dukungan Fungsi Kepatuhan yang bertugas melakukan pengawasan dan evaluasi terhadap efektivitas penerapannya. Perusahaan juga menyediakan mekanisme pelaporan yang aman dan rahasia bagi setiap individu untuk melaporkan dugaan pelanggaran tanpa rasa takut terhadap pembalasan.

Melalui langkah-langkah tersebut, Supraco Lines memastikan seluruh kegiatan usaha dijalankan secara beretika, transparan, dan selaras dengan prinsip GCG, guna mempertahankan kepercayaan pemangku kepentingan dan memperkuat reputasi perusahaan sebagai entitas yang berintegritas tinggi.

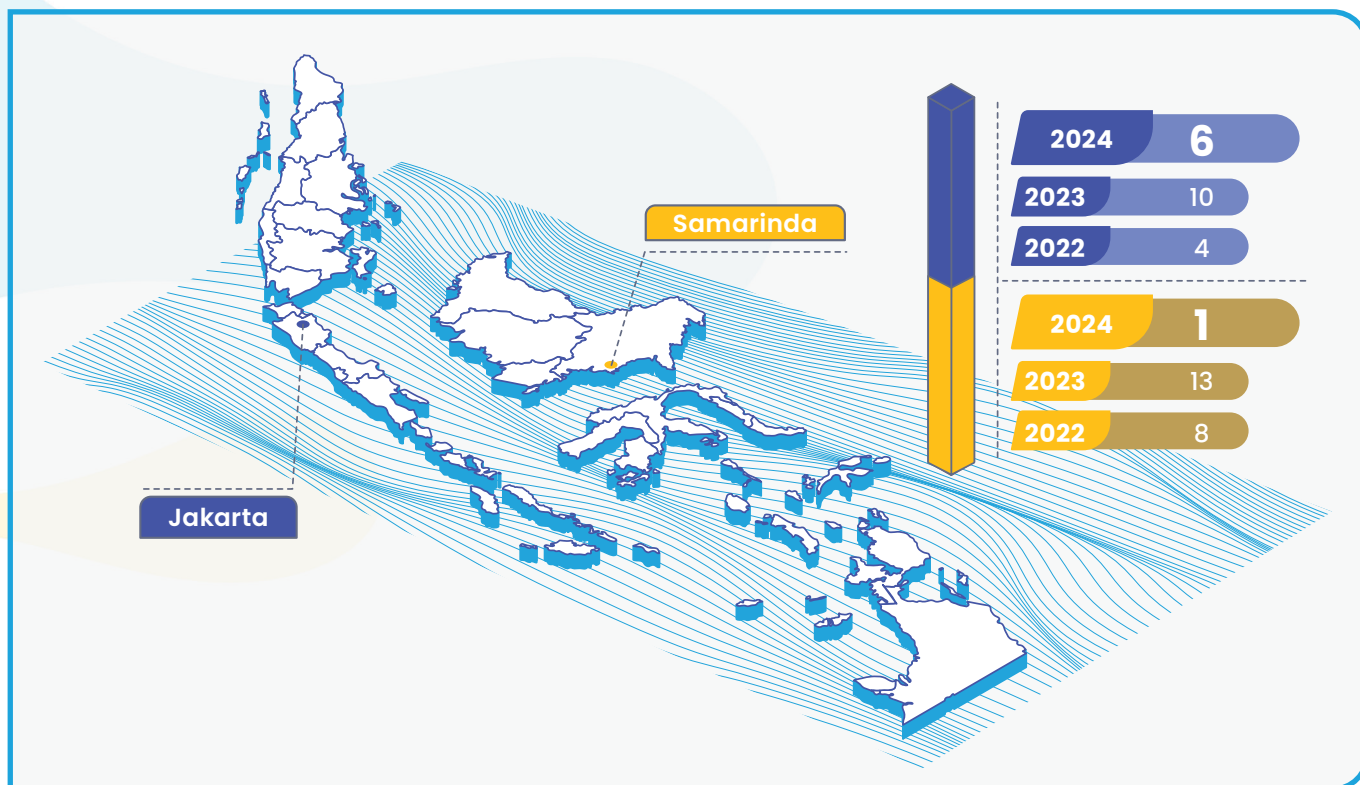
The implementation of this policy is overseen by the Compliance Function, which monitors and evaluates its effectiveness throughout the organization. Supraco Lines also provides a secure and confidential reporting mechanism that allows employees to report any suspected violations without fear of retaliation.

Through these measures, the company ensures that every business activity is conducted ethically, transparently, and in alignment with GCG principles, preserving stakeholder trust and upholding Supraco Lines' reputation as a company built on integrity.



Pelatihan Anti-korupsi untuk Karyawan berdasarkan Wilayah

Anti Corruption Training for Employees Based on Region



*Keterangan | Note:

*Anggota badan tata kelola berada Kantor Pusat yang ada di Jakarta.

*Data karyawan yang termasuk dalam pelatihan dan edukasi ini yaitu karyawan overhead dan karyawan proyek.

*The governance body's members are at its headquarters in Jakarta.

*The employees included in this training and education initiative comprised both overhead employees and project staff.



Sistem Pelaporan Pelanggaran

Whistleblowing System [205-1] [2-16] [2-15]

Supraco Lines menerapkan Sistem Pelaporan Pelanggaran (Whistleblowing System/WBS) sebagai bagian dari mekanisme deteksi dini untuk mencegah terjadinya praktik penyimpangan dan kecurangan, sekaligus memperkuat penerapan prinsip Tata Kelola Perusahaan yang Baik. Kebijakan ini mengacu pada Surat Keputusan Bersama Direksi dan Dewan Komisaris PT Radiant Utama Interinsco Tbk No. SKB/005/RUI/II/2025 Rev. 01 tentang Kebijakan Sistem Pelaporan Pelanggaran, yang berlaku bagi seluruh entitas dan anak perusahaan dalam grup Radiant.

Supraco Lines implements the Whistleblowing System (WBS) as an early detection mechanism to prevent misconduct and fraud, while strengthening the principles of Good Corporate Governance. This policy refers to the Joint Decree of the Board of Directors and Board of Commissioners of PT Radiant Utama Interinsco Tbk No. SKB/005/RUI/II/2025 Rev. 01 on the Whistleblowing System Policy, which applies to all entities and subsidiaries within the Radiant Group.

1



Tidak terdapat laporan pelanggaran, kecurangan, penyimpangan etika, maupun dugaan korupsi yang diterima melalui kanal WBS sepanjang tahun 2024.

No reports of violations, fraud, ethical misconduct, or alleged corruption were received through the WBS channel throughout 2024.

2



Seluruh laporan yang masuk (jika ada) diproses secara independen dan rahasia oleh fungsi yang berwenang.

All reports received (if any) are processed independently and confidentially by the authorized function.

3



Pelapor dijamin mendapatkan perlindungan dari segala bentuk ancaman, intimidasi, atau tindakan tidak menyenangkan dari pihak mana pun.

Whistleblowers are guaranteed protection from any form of threat, intimidation, or unfavorable treatment by any party.

Perusahaan juga menjamin kerahasiaan identitas pelapor selama yang bersangkutan menjaga kerahasiaan informasi yang dilaporkan dan tidak menyebarkanluaskannya kepada pihak lain. Apabila laporan terbukti benar, perusahaan akan memberikan sanksi sesuai peraturan internal, hukum, dan perundang-undangan yang berlaku. Sebaliknya, apabila laporan terbukti palsu atau mengandung unsur fitnah, maka pelapor dapat dikenakan sanksi sesuai kebijakan perusahaan.

The Company also guarantees the confidentiality of the whistleblower's identity, provided that the whistleblower maintains the confidentiality of the information reported and does not disclose it to other parties. If a report is proven valid, the Company will impose sanctions in accordance with internal regulations, laws, and applicable legislation. Conversely, if a report is proven to be false or contain defamatory elements, the whistleblower may be subject to sanctions in accordance with Company policy.

Mekanisme Sistem Pelaporan Pelanggaran

Whistleblowing System Mechanism [205-1] [2-16]

Evaluasi atas efektivitas kebijakan dan mekanisme WBS dilakukan secara berkala untuk memastikan sistem berjalan optimal dan memberikan perlindungan yang adil bagi seluruh pihak yang terlibat. Melalui implementasi kebijakan ini, Supraco Lines berupaya membangun budaya kerja yang berintegritas, mendorong kepatuhan terhadap peraturan, serta menciptakan lingkungan usaha yang bersih, aman, dan bertanggung jawab di seluruh lini operasi perusahaan.

Periodic evaluations of the WBS policy and mechanism are conducted to ensure the system operates effectively and provides fair protection for all parties involved. Through the implementation of this policy, Supraco Lines strives to foster a culture of integrity, promote compliance with regulations, and create a clean, safe, and responsible business environment across all operational lines.

1

Pelapor menyampaikan laporan tertulis kepada Komite Etika melalui Fungsi Compliance atau Fungsi Human Capital (HC) terkait dugaan pelanggaran Kode Etik.

Submit a written report to the Ethics Committee through the Compliance Function or Human Capital Function regarding any suspected violations of the Company's Code of Ethics.



2

Fungsi Compliance / HC menindaklanjuti laporan dengan melakukan investigasi. Apabila terbukti terdapat indikasi kecurangan atau pelanggaran, akan diselenggarakan rapat Komite Etika melalui Forum Komunikasi.

The Compliance/HC Function will follow up on the report by conducting an investigation. If indications of fraud are found, they will convene an Ethics Committee Communication Forum meeting for further review.



3

Pelapor akan dihubungi oleh Petugas Whistleblowing System (WBS) Perusahaan.

Wait to be contacted by our WBS Officer for the next steps.



Kanal Pelaporan | Reporting Channels

Surat | Mail

PT Radiant Utama Interinsco Tbk
Jl. Kapten Tendean No.24 Jakarta
Selatan 12720

Email

komite.etika@radiant.co.id

Google Form

<https://bit.ly/WBSFORM-Radiant>

Membangun Budaya Keberlanjutan

Building a Sustainability Culture [F.1]

Supraco Lines menempatkan pembangunan budaya keberlanjutan sebagai fondasi penting dalam mewujudkan kinerja yang bertanggung jawab dan berkelanjutan. Perusahaan percaya bahwa keberhasilan dalam mencapai target keberlanjutan tidak hanya bergantung pada kebijakan dan sistem, tetapi juga pada pola pikir, kesadaran, dan komitmen seluruh karyawan.

Upaya ini diwujudkan melalui penguatan nilai-nilai keberlanjutan di lingkungan kerja serta pembentukan perilaku yang mencerminkan tanggung jawab terhadap aspek ekonomi, lingkungan, sosial, dan tata kelola (ESG). Setiap kebijakan dan strategi perusahaan dirancang dengan mempertimbangkan potensi risiko serta peluang dari perspektif ESG dan ekonomi, sehingga keputusan bisnis yang diambil senantiasa selaras dengan prinsip keberlanjutan.

Sebagai bagian dari internalisasi budaya ini, perusahaan juga melakukan berbagai inisiatif komunikasi dan edukasi seperti pemasangan stiker dan flyer berisi pesan penghematan air di toilet dan tempat wudu, pengingat untuk mematikan peralatan listrik setelah digunakan, serta sosialisasi sistem pelaporan pelanggaran yang mencakup isu penyuapan, penyalahgunaan wewenang, dan kepatuhan terhadap kode etik. Upaya ini tidak hanya bertujuan membangun kesadaran, tetapi juga menumbuhkan rasa tanggung jawab bersama untuk menjaga keberlanjutan di setiap lini operasi perusahaan.

Kepuasan Pelanggan

Customer Satisfaction [F.17] [F.27] [F.28] [F.29] [F.30]

Untuk menjamin keberlangsungan usaha, kami senantiasa menjaga kepuasan para pelanggan dan Untuk memastikan keberlanjutan bisnis dan mempertahankan kepercayaan mitra, kepuasan pelanggan menjadi salah satu fokus utama dalam pelaksanaan kegiatan operasional. Perusahaan berupaya memberikan pengalaman terbaik melalui layanan yang berkualitas, andal, dan aman bagi seluruh pengguna jasa.

Setiap produk dan layanan yang disediakan telah melalui proses evaluasi menyeluruh untuk menjamin keamanan, kesetaraan, dan kepatuhan terhadap standar mutu yang berlaku. Pendekatan

Supraco Lines places the development of a sustainability culture as a key foundation for achieving responsible and long-term performance. The Company believes that success in meeting sustainability goals depends not only on policies and systems, but also on the mindset, awareness, and commitment of all employees.

This commitment is reflected in the integration of sustainability values within the workplace and the cultivation of behavior that upholds responsibility toward economic, environmental, social, and governance (ESG) aspects. Every corporate policy and strategy is designed with consideration of potential risks and opportunities from ESG and economic perspectives, ensuring that business decisions are consistently aligned with sustainability principles.

As part of this cultural internalization, the Company implements various communication and awareness initiatives, such as installing stickers and flyers promoting water conservation in restrooms and ablution areas, reminders to switch off electrical equipment after use, and the dissemination of information on the WBS covering issues related to bribery, abuse of authority, and compliance with the Code of Ethics. These efforts aim not only to raise awareness but also to foster a shared sense of responsibility in maintaining sustainability across all levels of the organization.

To ensure business continuity and maintain partner trust, customer satisfaction serves as one of the Company's key priorities in operational execution. The Company strives to deliver the best experience through high-quality, reliable, and safe services for all clients.

Every product and service provided undergoes a comprehensive evaluation process to ensure safety, fairness, and compliance with applicable quality standards. The Company's service approach

layanan yang diterapkan berfokus pada service delivery, service assurance, serta pengukuran kualitas secara berkala guna memastikan konsistensi performa dan keandalan layanan di seluruh lini operasional.

Sebagai bagian dari upaya peningkatan berkelanjutan, perusahaan juga melaksanakan survei kepuasan pelanggan secara rutin yang dikelola oleh Fungsi Corporate Secretary. Umpan balik yang diperoleh menjadi bahan evaluasi untuk memperbaiki kualitas layanan, memperkuat hubungan dengan pelanggan dan mitra, serta mendukung pertumbuhan bisnis yang berorientasi pada kepuasan pelanggan.

focuses on service delivery, service assurance, and periodic quality assessments to maintain consistent performance and reliability across all operational lines.

As part of its continuous improvement efforts, the Company conducts regular customer satisfaction surveys managed by the Corporate Secretary Function. The feedback obtained serves as an important basis for enhancing service quality, strengthening relationships with clients and partners, and supporting business growth centered on customer satisfaction.



Keterangan | Note:

Skala yang digunakan untuk mengukur tingkat kepuasan yaitu 0-10 | The scale used to measure satisfaction is 0-10.



Pada 2024, SPL melaksanakan empat proyek, dengan satu proyek terpilih sesuai ketentuan 30% untuk survey kepuasan pelanggan dan berpartisipasi penuh (100%). Hasil ini menegaskan komitmen perusahaan terhadap peningkatan mutu berkelanjutan.

In 2024, SPL implemented four projects, with one project selected under the 30% requirement for a customer satisfaction survey, achieving full participation (100%). This outcome reinforces the company's commitment to continuous quality improvement.

Tanggung Jawab Sosial dan Lingkungan (TJSL)

Corporate Social and Environmental Responsibility (CSER) [F.23] [F.25]

Menyadari bahwa keberadaan perusahaan merupakan bagian yang tak terpisahkan dari masyarakat, Supraco Lines berkomitmen untuk

Recognizing that the Company's existence is an integral part of the community, Supraco Lines is committed to managing its social impact

mengelola dampak sosial secara bertanggung jawab. Komitmen ini diwujudkan melalui berbagai upaya untuk meminimalkan potensi dampak negatif dan memperbesar kontribusi positif bagi masyarakat di sekitar wilayah operasional.

Perusahaan memandang masyarakat sebagai mitra penting dalam membangun fondasi ekonomi dan sosial yang kuat. Oleh karena itu, berbagai inisiatif tanggung jawab sosial dan lingkungan (TJSL) dijalankan dengan fokus pada isu-isu yang relevan, memberikan manfaat nyata, serta mendukung peningkatan kesejahteraan masyarakat setempat.

Sepanjang tahun 2024, perusahaan telah melaksanakan sejumlah program TJSL di lingkungan sekitar kantor pusat maupun kantor cabang, sebagai bentuk komitmen berkelanjutan untuk berkontribusi terhadap pembangunan sosial dan memperkuat hubungan harmonis dengan komunitas di sekitar area operasi.

responsibly. This commitment is realized through various efforts to minimize potential negative impacts while maximizing positive contributions to the communities surrounding its operational areas.

The Company views the community as a key partner in building a strong economic and social foundation. Therefore, various Corporate Social and Environmental Responsibility (TJSL) initiatives are implemented with a focus on relevant issues that provide tangible benefits and support the improvement of community welfare.

Throughout 2024, the Company implemented several TJSL programs around its head office and branch locations as part of its ongoing commitment to contribute to social development and strengthen harmonious relationships with local communities near its operational areas.



Health Talk
"Kiat dan Tips Menurunkan Obesitas"

Moderator
Ilham Rachmad Y S
QSHE Branch Officer

JUM'AT
25 Oktober 2024
14.00 WIB-Selesai

Speaker
dr. Maryam, Sp.GK
Dokter Spesialis Gizi Klinik

Sharing Edukasi Kesehatan tentang Obesitas

Health Education Sharing Session about Obesity

25 Oktober 2024
October 2024

Kantor Pusat, Jakarta
Head Office, Jakarta



Juni
June **2024**



Radiant Qurban

Radiant Qurban Program
Kantor Pusat dan Kantor Cabang
Head Office & Branch Offices



08

TANGGUNG JAWAB LINGKUNGAN ENVIRONMENTAL RESPONSIBILITY



TANGGUNG JAWAB LINGKUNGAN

ENVIRONMENTAL RESPONSIBILITY

Supraco Lines berupaya untuk mematuhi semua peraturan hukum yang berlaku serta memastikan tidak ada kegiatan operasional yang merugikan dan mengganggu lingkungan atau keanekaragaman hayati di sekitar Perusahaan.

Supraco Lines strives to comply with all applicable legal regulations while ensuring that its operational activities do not harm or disrupt the environment or biodiversity surrounding the Company.

Manajemen Energi

Energy Management [302-1] [302-2] [302-3] [302-4] [F.6] [F.7]

Supraco Lines mengelola konsumsi energi sebagai bagian dari komitmen terhadap efisiensi sumber daya dan keberlanjutan operasional. Energi yang digunakan dalam kegiatan usaha berasal dari bahan bakar kapal, kendaraan operasional, serta listrik yang disuplai dari jaringan PLN untuk fasilitas perkantoran dan proyek. Selain itu, perusahaan mulai menghitung konsumsi energi yang timbul dari perjalanan bisnis udara, terutama dari penggunaan bahan bakar avtur, sebagai bentuk pengawasan energi di luar organisasi.

Supraco Lines manages its energy consumption as part of its commitment to resource efficiency and operational sustainability. Energy used in the company's business activities is derived from fuel for vessels, operational vehicles, and electricity supplied by the national grid (PLN) for office facilities and project sites. In addition, the company has begun accounting for energy consumption generated from air business travel, primarily from aviation fuel (avtur), as part of its monitoring of energy use outside the organization.



Bahan bakar kapal milik dan kapal sewa yang digunakan dalam aktivitas proyek.

Fuel for company-owned and chartered vessels used in project operations.



Bahan bakar kendaraan operasional darat.

Fuel for land-based operational vehicles.



Listrik untuk kebutuhan kantor cabang dan proyek.

Electricity used for branch offices and project activities.

Perusahaan menggunakan faktor konversi energi dari National GHG Inventory Guidelines (KLHK 2017) yang merujuk pada IPCC 2006 Guidelines dan U.S. EIA Conversion Tools. Perhitungan mencakup transaksi bahan bakar, listrik, dan gas yang tercatat di sistem akuntansi dan digunakan dalam aset yang dimiliki atau dikendalikan oleh perusahaan. Konsumsi energi di luar organisasi terutama berasal dari penggunaan avtur untuk perjalanan udara.

The company applies energy conversion factors based on the National GHG Inventory Guidelines (KLHK 2017), which refer to the IPCC 2006 Guidelines and the U.S. EIA Conversion Tools. Energy calculations cover fuel, electricity, and gas transactions recorded in the accounting system and used in company-owned or controlled assets. Energy consumption outside the organization primarily comes from aviation fuel used for

Data dihitung berdasarkan jarak dan rute perjalanan bisnis yang tercatat dalam sistem administrasi perusahaan serta menggunakan model konversi energi standar internasional. Hingga tahun 2024, sumber energi eksternal lainnya seperti pasokan vendor atau rantai pasokan belum dimasukkan ke dalam sistem perhitungan karena masih dalam tahap pengembangan metodologi.

Sebagian besar aktivitas Supraco Lines berfokus pada jasa maritim dan layanan teknis, sehingga efisiensi energi dicapai melalui peningkatan performa operasional, termasuk pemeliharaan mesin kapal dan sistem kelistrikan agar tetap berada pada tingkat efisiensi optimal. Selain itu, perusahaan mengadopsi prinsip energy-efficient operation dalam seluruh layanan pendukung untuk memastikan setiap kegiatan bisnis sejalan dengan tujuan keberlanjutan energi.

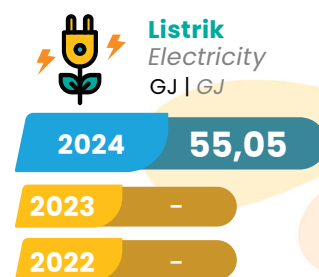
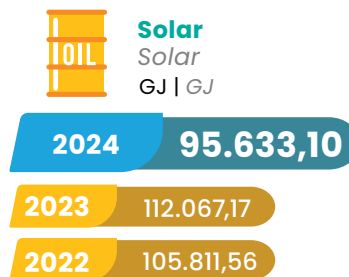
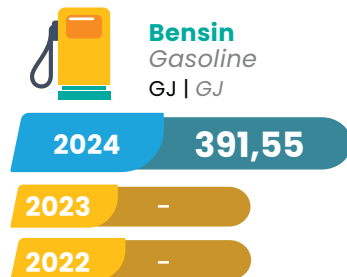
business air travel. Data are calculated based on distance and route information from the company's administrative system using recognized international energy conversion models. As of 2024, other external energy sources such as vendor or supply chain energy have not yet been included in the calculation system, as the methodology remains under development.

Most of Supraco Lines' business activities focus on maritime and technical services, where energy efficiency is achieved through improved operational performance, including regular maintenance of vessel engines and electrical systems to maintain optimal efficiency. The company also adopts energy-efficient operating principles across its supporting services to ensure that every business activity aligns with its energy sustainability objectives.

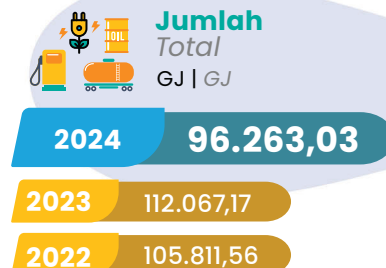
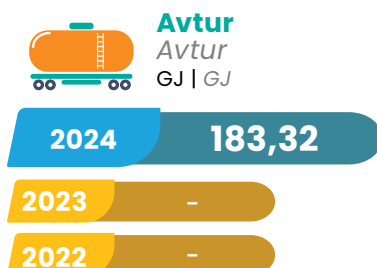


Konsumsi Energi Energy Consumption

Energi di Dalam Perusahaan Energy Within the Company



Energi di Luar Perusahaan Energy Outside the Company



Keterangan | Note:

- Data konsumsi energi tahun 2024 mencakup penggunaan bahan bakar solar, bensin, dan listrik untuk mendukung kegiatan operasional kapal, kendaraan operasional, serta fasilitas kantor cabang.
- Faktor konversi energi mengacu pada National GHG Inventory Guidelines (KLHK, 2017) dan U.S. EIA Conversion Tools.
- Penyajian ulang data serta pelaporan konsumsi energi di Gedung Samarinda mulai diinisiasi pada tahun 2024 sebagai bagian dari peningkatan sistem pencatatan energi perusahaan.
- The 2024 energy consumption data cover diesel, gasoline, and electricity used to support vessel operations, company vehicles, and branch office facilities.
- Energy conversion factors are based on the National GHG Inventory Guidelines (MoEF/KLHK, 2017) and U.S. EIA Conversion Tools.
- The restatement and reporting of energy consumption at the Samarinda Office were initiated in 2024 as part of the company's effort to enhance its energy data management system.



Intensitas Energi

Energy Intensity

Jumlah Konsumsi Energi

Total Energy Consumption

GJ | GJ

2024 96.263,03

2023 112.067,17

2022 105.811,56

Pendapatan

Revenue

Rp Juta | Rp Million

2024 99.299

2023 110.874

2022 113.913

Intensitas Energi

Energy Intensity

GJ/Rp Juta | GJ/Rp Million

2024 0,97

2023 1,01

2022 0,93

Efisiensi Energi di Fasilitas Non-Operasional dan Armada Operasional

Energy Efficiency in Non-Operational Facilities and Operational Fleet

Supraco Lines berkomitmen untuk menerapkan praktik efisiensi energi di seluruh lini kegiatan, baik di fasilitas non-operasional maupun armada operasional. Upaya ini tidak hanya ditujukan untuk menekan konsumsi energi dan biaya operasional, tetapi juga merupakan bagian dari komitmen perusahaan terhadap pelestarian lingkungan dan pengurangan emisi karbon.

Supraco Lines is committed to implementing energy efficiency practices across all aspects of its operations, both in non-operational facilities and within its operational fleet. These efforts aim not only to reduce energy consumption and operational costs but also to reflect the Company's responsibility toward environmental preservation and carbon emission reduction.



Langkah Efisiensi Energi di Armada Operasional:

Energy Efficiency Measures in the Operational Fleet:

Perawatan mesin utama kapal secara rutin untuk menjaga efisiensi pembakaran bahan bakar dan performa operasional kapal.

Routine maintenance of main engines to maintain efficient fuel combustion and ensure optimal vessel performance.

Pembersihan lambung kapal dan penggunaan cat anti-fouling untuk mengurangi hambatan air dan meningkatkan efisiensi bahan bakar.

Hull cleaning and application of anti-fouling coatings to reduce water resistance and enhance fuel efficiency.

Penerapan kecepatan berlayar optimal (slow steaming) untuk menyeimbangkan efisiensi energi dengan ketepatan waktu pelayaran.

Implementation of optimal sailing speeds (slow steaming) to balance energy efficiency with voyage reliability and punctuality.



Langkah Efisiensi Energi di Fasilitas Non-Operasional: *Energy Efficiency Measures in Non-Operational Facilities:*

Penggantian seluruh lampu konvensional dengan lampu LED hemat energi yang memiliki efisiensi daya lebih tinggi dan umur pakai lebih panjang.

Replacement of all conventional lighting with energy-efficient LED lamps, offering higher power efficiency and longer lifespan.

Pemasangan poster pengingat hemat energi di area strategis untuk meningkatkan kesadaran karyawan terhadap penggunaan listrik secara bijak.

Installation of energy-saving reminder posters in strategic areas to raise employee awareness of responsible electricity use.

Optimalisasi pencahayaan alami, dengan mematikan lampu di area yang cukup terang dan memastikan penerangan dimatikan di luar jam kerja.

Optimization of natural lighting by turning off lamps in well-lit areas and ensuring all lighting is switched off after working hours.

Penerapan kebijakan "shutdown routine" di akhir jam kerja guna memastikan seluruh perangkat listrik tidak aktif.

Implementation of a "shutdown routine" policy at the end of each workday to ensure all electrical equipment is turned off.

Pemantauan konsumsi listrik secara berkala untuk mengevaluasi efektivitas penghematan dan mengidentifikasi peluang perbaikan.

Regular monitoring of electricity consumption to evaluate the effectiveness of energy-saving measures and identify potential improvements.

Melalui penerapan langkah-langkah tersebut, Supraco Lines memastikan seluruh kegiatan operasional, baik di darat maupun di laut, berjalan dengan efisien, bertanggung jawab, dan selaras dengan tujuan keberlanjutan perusahaan di bidang energi dan lingkungan.

Through these initiatives, Supraco Lines ensures that all operations are conducted efficiently, responsibly, and in alignment with the Company's sustainability goals in energy management and environmental performance.

Jejak Emisi

Emission Footprint [3-3] [305-1] [305-2] [305-3] [305-4] [305-5] [305-6] [305-7] [F.11] [F.12]

Perubahan iklim global menjadi tantangan nyata bagi dunia usaha, termasuk sektor energi dan jasa maritim. Menyadari hal tersebut, Supraco Lines menjadikan pengendalian emisi gas rumah kaca (GRK) sebagai bagian penting dari strategi keberlanjutan dan tanggung jawab lingkungan. Komitmen ini tertuang dalam Kebijakan Mutu, Keselamatan dan Kesehatan Kerja, serta Perlindungan Lingkungan (QSHE Policy), serta diperkuat melalui Kebijakan Keberlanjutan (Sustainability Policy) yang menegaskan pentingnya pengelolaan dampak lingkungan, sosial, dan ekonomi secara terintegrasi di seluruh aktivitas bisnis.

Hingga tahun 2024, perusahaan belum menetapkan target penurunan emisi secara kuantitatif. Namun, berbagai langkah efisiensi energi telah diterapkan untuk mengoptimalkan kinerja operasional, seperti pemeliharaan mesin kapal, perbaikan sistem kelistrikan, dan pengendalian konsumsi bahan bakar. Penghitungan emisi zat perusak ozon (ODS) masih dalam tahap pengembangan metodologi dan sistem pelaporan.

Global climate change poses a significant challenge to businesses worldwide, including those operating in the energy and maritime services sectors. Recognizing this, Supraco Lines has made greenhouse gas (GHG) emissions control an integral part of its sustainability strategy and environmental responsibility. This commitment is reflected in the company's Quality, Safety, Health, and Environmental (QSHE) Policy and reinforced through the Sustainability Policy, which emphasizes the importance of managing environmental, social, and economic impacts in an integrated manner across all business activities.

As of 2024, the company has not yet established quantitative emission reduction targets. Nevertheless, various energy efficiency measures have been implemented to optimize operational performance, including vessel engine maintenance, electrical system improvements, and fuel consumption control. The calculation of ozone-depleting substances (ODS) emissions remains in the development phase, as the company continues to refine its methodology and reporting systems.



Pemantauan dan penghitungan emisi dilaksanakan oleh Fungsi Keberlanjutan, yang bertanggung jawab memastikan pelaksanaan perhitungan sesuai dengan standar nasional dan internasional.

Emission monitoring and calculation are carried out by the Sustainability Function, which is responsible for ensuring that all assessments are conducted in accordance with national and international standards.

Metodologi penghitungan emisi GRK mengacu pada PERMEN LHK 2017 tentang Pedoman Penyelenggaraan dan Pelaporan Inventarisasi Gas Rumah Kaca Nasional, dengan referensi dari IPCC 2006 Guidelines dan GHG Protocol. Perusahaan

The GHG emission calculation methodology follows the Minister of Environment and Forestry Regulation (PERMEN LHK, 2017) on the Guidelines for the Implementation and Reporting of the National Greenhouse Gas Inventory, with references

menggunakan faktor emisi yang diterbitkan oleh Kementerian Energi dan Sumber Daya Mineral (ESDM) dan IPCC 2006. Nilai Global Warming Potential (GWP) yang digunakan mengacu pada IPCC Assessment Report 6 (AR6).

Untuk Cakupan 3 (Kategori 6), perhitungan emisi perjalanan udara dilakukan dengan mengacu pada Travel Impact Model (TIM) yang dikembangkan oleh Google Travel Impact Model, berdasarkan jarak penerbangan dan kelas perjalanan. Bagi rute atau perjalanan yang belum memiliki data lengkap di sistem administrasi perjalanan, estimasi emisi dihitung menggunakan rata-rata intensitas emisi per kilometer sesuai output TIM untuk kategori penerbangan yang sebanding (jarak pendek, menengah, atau jauh). Pendekatan ini memastikan bahwa seluruh perjalanan bisnis yang relevan telah diestimasi secara proporsional meskipun terdapat keterbatasan data aktual.

to the IPCC 2006 Guidelines and the GHG Protocol. The company uses emission factors issued by the Ministry of Energy and Mineral Resources (ESDM) and the IPCC 2006, while the Global Warming Potential (GWP) values applied are based on the IPCC Assessment Report 6 (AR6).

For Scope 3 (Category 6), emissions from business air travel are calculated using the Travel Impact Model (TIM) developed by Google, which estimates emissions based on flight distance and travel class. For routes or trips lacking complete administrative data, emission estimates are derived using the average emission intensity per kilometer based on TIM outputs for equivalent flight categories (short-haul, medium-haul, or long-haul). This approach ensures that all relevant business travel emissions are proportionally estimated, even when detailed data is unavailable.

Emisi GRK yang Dihasilkan Generated GHG Emission

Uraian Description	Satuan Unit	2022	2023	2024
Emisi GRK (Cakupan 1) Langsung Direct GHG Emission (Scope 1)	tCO ₂ e	5.670,37	6.005,61	5.153,56
Emisi GRK (Cakupan 2) Tidak Langsung Indirect GHG Emission (Scope 2)		-	-	17,46
Emisi GRK (Cakupan 3) Tidak Langsung Lainnya Other Indirect GHG Emission (Scope 3)		-	-	16,18
Jumlah Emisi GRK cakupan 1,2 dan 3 yang Dihasilkan Total Generated Scope 1,2, and 3 GHG Emission		5.670,37	6.005,61	5.187,20

Keterangan | Note:

*Faktor Emisi Tier 1 mengacu pada Pedoman Penyelenggaraan Inventarisasi Gas Rumah Kaca Nasional – Kementerian Lingkungan Hidup 2017 (ref: IPCC 2006) & GHG Protocol.

**Faktor Emisi mengacu pada Kajian Emisi GRK Sistem Interkoneksi Tenaga Listrik Tahun 2019 - Kementerian Energi dan Sumber Daya Mineral Direktorat Jenderal Ketenagalistrikan.

***Pelaporan konsumsi energi di Gedung Samarinda, termasuk emisi Cakupan 3 Kategori 6: perjalanan bisnis melalui udara, mulai diinisiasi pada tahun 2024.

*Tier 1 Emission Factors refer to the National Greenhouse Gas Inventory Implementation Guidelines, Ministry of Environment 2017 (ref: IPCC 2006) & GHG Protocol.

**Emission Factor refers to the 2019 GHG Emission Study of the Electric Power Interconnection System - Ministry of Energy and Mineral Resources Directorate General of Electricity.

***Reporting of energy and water consumption at the Samarinda Office, including Scope 3 Category 6 emission: business travel by air, were initiated in 2024.

Intensitas Emisi GRK

GHG Emission Intensity

Emisi GRK GHG Emission	Satuan Unit	2022	2023	2024
Jumlah Emisi Total Emission	Ton CO ₂ e	5.670,37	6.005,61	5.187,20
Pendapatan Revenue	Rp Juta	113.913	110.874	99.299
Intensitas Emisi GRK GHG Intensity Emission	Ton CO ₂ e / Rp Juta	0,05	0,05	0,05

Reduksi Emisi GRK

Greenhouse Gas Emission Reduction

1

Penyusunan peta jalan pengurangan emisi sebagai arah strategis jangka panjang menuju operasional rendah karbon.
Development of an emission reduction roadmap as a long-term strategic direction toward low-carbon operations.

2

Pemeliharaan berkala mesin kapal dan genset untuk meningkatkan efisiensi pembakaran bahan bakar serta mengurangi emisi langsung dari sumber energi fosil.
Regular maintenance of vessel engines and generators to improve fuel combustion efficiency and reduce direct emissions from fossil fuel sources.

3

Peningkatan efisiensi energi melalui penghematan penggunaan listrik dan bahan bakar di seluruh fasilitas serta penggantian lampu konvensional dengan lampu LED hemat energi.
Enhancement of energy efficiency through electricity and fuel savings across all facilities, including the replacement of conventional lighting with energy-efficient LED lamps.

4

Pengendalian dan pemantauan konsumsi energi secara rutin untuk mengidentifikasi potensi pengurangan emisi lebih lanjut.
Continuous monitoring and control of energy consumption to identify potential opportunities for further emission reductions.

5

Peningkatan kesadaran karyawan melalui kampanye internal mengenai pentingnya efisiensi energi dan pengendalian emisi.
Increasing employee awareness through internal campaigns emphasizing the importance of energy efficiency and emission control.

Pengelolaan Air

Water Management [303-4] [303-5] [F.8]

Kebutuhan air di Supraco Lines digunakan untuk mendukung kegiatan operasional kapal serta kebutuhan domestik di fasilitas kantor. Sumber utama air berasal dari fresh water untuk kapal dan PDAM untuk kantor pusat.

Pada tahun 2024, total konsumsi air di kantor pusat tercatat sebesar xxxx, sedangkan untuk kegiatan operasional kapal telah terdokumentasi sebesar 8.038 m³.

Saat ini, perusahaan belum melaksanakan inisiatif khusus terkait efisiensi penggunaan air. Namun, Supraco Lines berkomitmen untuk mengembangkan langkah-langkah penghematan di masa mendatang, termasuk optimalisasi pencatatan konsumsi, peningkatan kesadaran karyawan terhadap konservasi air, serta pemantauan penggunaan air di seluruh fasilitas dan unit operasional.

Air limbah dari kegiatan domestik dialirkan ke saluran pembuangan kota (PDAM) yang terhubung dengan sistem sanitasi pemerintah daerah. Ke depan, perusahaan akan memperkuat pengelolaan air melalui peningkatan sistem pencatatan, pemantauan, dan pengendalian konsumsi di seluruh area operasional.

Water in Supraco Lines is used to support both vessel operations and domestic needs at office facilities. The primary water sources are fresh water for ships and municipal water supply (PDAM) for the head office.

In 2024, total water consumption at the head office reached 5.371 m³, while water usage for vessel operations has been documented as 8,038 m³.

Currently, there are no specific initiatives implemented for water efficiency. However, Supraco Lines is committed to developing conservation measures in the future, including the optimization of consumption tracking, enhancing employee awareness on water use, and improving monitoring systems across operational units.

Domestic wastewater from office activities is discharged into the municipal drainage system connected to the local government's sanitation network. Moving forward, the company aims to strengthen its water management through improved monitoring, recording, and control of water use across all operational areas.



Mengelola Limbah

Waste Management [306-1] [306-2] [306-3] [306-4] [306-5] [F.13] [F.14] [3-3]

Seluruh limbah yang dihasilkan Supraco Lines berasal dari aktivitas proyek, terutama kegiatan operasi kapal, pekerjaan teknis, dan penggunaan bahan kimia di lapangan. Jenis limbah yang dihasilkan tergolong sebagai limbah bahan berbahaya dan beracun (B3) seperti oli bekas dan medis.

Perusahaan mengakui bahwa limbah B3 dapat menimbulkan risiko signifikan bagi kesehatan dan lingkungan apabila tidak dikelola dengan benar. Oleh karena itu, pengelolaan limbah menjadi bagian penting dari implementasi Kebijakan K3L dan Kebijakan Keberlanjutan guna mencegah pencemaran lingkungan dan memenuhi ketentuan peraturan perundangan.

Pengelolaan limbah B3 dilakukan sepenuhnya berdasarkan Instruksi Kerja IK-ISM-SHE-021 tentang Pengelolaan Limbah B3, di bawah tanggung jawab Fungsi QSHE. Tahapan pengelolaan meliputi:

All waste generated by Supraco Lines originates from project activities, primarily from vessel operations, technical works, and the use of chemicals in the field. The types of waste produced are classified as hazardous and toxic waste (B3), including used oil and medic.

The company recognizes that B3 waste can pose significant risks to health and the environment if not properly managed. Therefore, waste management forms an integral part of the implementation of the Occupational Health, Safety, and Environment (QSHE) Policy and the Sustainability Policy to prevent environmental pollution and ensure compliance with applicable laws and regulations.

B3 waste management is fully implemented in accordance with Work Instruction IK-ISM-SHE-021 on B3 Waste Management, under the responsibility of the QSHE Function. The management process includes:



01

Pengumpulan limbah di area kerja proyek menggunakan wadah tertutup dan berlabel serta dilengkapi Material Safety Data Sheet (MSDS).

Collecting waste at project work areas using sealed and labeled containers, accompanied by a Material Safety Data Sheet (MSDS).

Penyimpanan sementara dilakukan di fasilitas klien (jika diatur dalam kontrak) atau di warehouse Jakarta apabila tidak tersedia fasilitas penampungan di lokasi proyek.

Temporary storage carried out at the client's facility (if specified in the contract) or at the Jakarta warehouse if no waste storage facility is available at the project site.

02



03

Seluruh limbah yang tersimpan dicatat dan dimonitor menggunakan formulir Waste Tracking Audit oleh SHE Coordinator.

Recording and monitoring all stored waste using the Waste Tracking Audit form by the SHE Coordinator.

Setelah mencapai batas penyimpanan, limbah diserahkan kepada vendor pengangkut dan pengelola limbah B3 berizin resmi untuk diolah lebih lanjut melalui proses insinerasi.

Once the storage limit is reached, the waste is handed over to licensed transporters and official B3 waste management vendors for further treatment through an incineration process.

04



Seluruh kegiatan dilengkapi dengan dokumen Manifest B3 dan Berita Acara Serah Terima Limbah, serta dilaksanakan dengan mengacu pada PP No. 22 Tahun 2021 tentang Penyelenggaraan Perlindungan dan Pengelolaan Lingkungan Hidup.

Selama periode pelaporan, Supraco Lines menghasilkan limbah B3 dari aktivitas proyek yang tersebar di beberapa lokasi kerja, limbah tersebut terdiri atas limbah padat dan cair. Rincian jumlah limbah B3 yang dihasilkan selama tiga tahun terakhir disajikan pada tabel berikut:

All activities are accompanied by B3 Manifest documents and Official Handover Reports and are conducted in accordance with Government Regulation No. 22 of 2021 on Environmental Protection and Management.

During the reporting period, Supraco Lines generated B3 waste from project activities across multiple work locations, the waste consisted of both solid and liquid types. Details of the total B3 waste generated over the past three years are presented in the following table:

Jumlah Limbah Yang Dihasilkan

The Amount of Waste Generated

Limbah Padat B3

Solid Hazardous Waste

Kg | Kg

2024 1

2023 182,20

2022 125

Limbah Cair B3

Liquid Hazardous Waste

Kg | Kg

2024 4,8

2023 -

2022 -

Jumlah Limbah B3

Total Hazardous Waste

Kg | Kg

2024 5,8

2023 182,20

2022 125



INDEKS POJK – 51/2017

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PT Supraco Lines melaporkan informasi dalam indeks GRI ini untuk periode 1 Januari 2023 – 31 Desember 2023 dengan referensi Standar GRI.
PT Supraco Lines has reported the information cited in this GRI content index for the period 1 January until 31 December 2023 with reference to the GRI Standards.

GRI 1 yang digunakan GRI 1 Used

GRI 1: Foundation 2021
GRI 1: Foundation 2021

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LEMBAR UMPAN BALIK G.2

Silahkan pilih salah satu posisi pemangku kepentingan yang Anda wakili:

- ☐ Karyawan

☐ Supplier

☐ Klien

☐ Media

☐ Pemerintah

☐ Investor

☐ Lainnya, mohon sebutkan:

Silahkan beri penilaian dengan centang di setiap indikator laporan berikut ini: (range 1-5)

Indikator	★	★★	★★★	★★★★	★★★★★
Dapat memenuhi informasi yang dibutuhkan					
Transparansi Informasi					
Jelas dan mudah dimengerti					
Kemudahan mencari informasi					
Keseluruhan laporan					

Silahkan beri penilaian kecukupan pengungkapan topik material pada laporan ini: (Skala 1-3)

Daftar Topik Material	Indikator		
	Terlalu Sedikit	Cukup	Terlalu Banyak
Kesehatan dan Keselamatan Kerja			
Etika Bisnis			
Emisi Gas Rumah Kaca			
Limbah			

Apakah laporan ini sudah mewakili perhatian Anda pada kinerja keberlanjutan Kami? Jelaskan dengan singkat.

Tuliskan saran Anda untuk perbaikan laporan keberlanjutan kami

Terimakasih atas kesediaan Anda untuk meluangkan waktu dalam mengisi feedback form ini, mohon agar formulir ini dapat dikirim kepada kami via email ke sustainability@radiant.co.id

FEEDBACK FORM G.2

Please select one stakeholder position that you represent:

- ☐ Employee
☐ Supplier
☐ Client
☐ Media

- ☐ Government
☐ Investor
☐ Other, please specify:

Please provide your ratings by checking each indicator of the report below: (Scale 1-5)

Scale	★	★★	★★★	★★★★	★★★★★
Meets the information requirements					
Information Transparency					
Clear and Easy to Understand					
Ease of Information Retrieval					
Overall Report					

Please provide your assessment of the adequacy of the disclosure of material topics in this report: (Scale 1-3)

List of Topics Material	Scale		
	Insufficient	Adequate	Excessive
Occupational Health and Safety			
Business Ethics			
Greenhouse Gas Emission			
Waste			

Does this report adequately represent your concerns regarding our sustainability performance? Please explain briefly.

Please provide your suggestions for improving our sustainability report.

Thank you for taking the time to fill out this feedback form. Please send this form to us via email at sustainability@radiant.co.id.



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