

Ikhtisar Organisasi Organizational Highlights	2021	2020	2019	2018	2017
Jumlah Karyawan (orang)* Total Employees (people)*	7.851	8.336	8.892	9.661	10.179
Jam Kerja Aman (jam) Safe Working Hours (hours)	73.560.164	57.173.988	87.483.770	46.714.507	27.047.684
Investasi Pendidikan dan Pelatihan bagi Karyawan (Rp-miliar) Employee Education and Training Investment (Rp-billion)	90.094	83,392	142,93	103,12	101,23
Jumlah Mitra Binaan dari Program Kemitraan (mitra)** Total Fostered Partners in the Partnership Program (partners)**	1.030	1.002	1.286	1.307	1.422
Penyaluran Dana Program Kemitraan dan Bina Lingkungan (Rp-miliar)** Distribution of Partnership and Community Funds (Rp-billion)**	103.475	127.287	157.670	155.994	182.861
Assessment Penerapan GCG (Skor)*** GCG Implementation Assessment (Score)***	92,33	93,90	88,97	91,74	88,79
Kriteria Penilaian <i>Baldrige Excellence Framework</i> (BEF)**** Baldrige Excellence Framework (BEF) Assessment Criteria****	643,00	609,00	611,25	n/a*****	582,25
Tingkat Kesehatan Perusahaan (Skor)***** Company Health Level (Score)*****	80,00 "A" Sehat Healthy	72,00 "A" Sehat Healthy	76,50 "A" Sehat Healthy	78,50 "A" Sehat Healthy	73,50 "A" Sehat Healthy

*) Jumlah karyawan mencakup karyawan PTPI dan 10 entitas anak yang langsung berada di bawah PTPI.

**) Pelaksanaan Program Kemitraan dan Bina Lingkungan sesuai Peraturan Menteri Negara BUMN No. PER-09/MBU/07/2015 tanggal 3 Juli 2015 tentang Program Kemitraan dan Program Bina Lingkungan Badan Usaha Milik Negara beserta perubahan pertama No. PER-03/MBU/12/2016 tanggal 16 Desember 2016 dan perubahan kedua No. PER-02/MBU/7/2017 tanggal 5 Juli 2017.

***) *Assessment* penerapan GCG menggunakan metode berdasarkan Salinan Keputusan Sekretaris Kementerian BUMN No. SK-16/S.MBU/2012 tanggal 6 Juni 2012 tentang Indikator/Parameter Penilaian dan Evaluasi atas Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*) pada BUMN.

****) Metode *assessment* menggunakan pendekatan *Baldrige Excellence Framework* yang dikeluarkan oleh National Institute of Standard and Technology (NIST) Amerika Serikat, sejak 2013-2019 menggunakan KPKU oleh FEB, sejak tahun 2020 menggunakan Kriteria BEF oleh IQAF.

*****) *Assessment* KPKU di tahun 2018 tidak dilaksanakan berdasarkan Surat Deputi Bidang Infrastruktur Bisnis Kementerian BUMN No. S-198/D7.MBU/10/2017 tanggal 7 Oktober 2017 tentang Pelaksanaan *Assessment* Implementasi KPKU BUMN Tahun 2017 butir 3, maka pada tahun 2018 tidak dilaksanakan *Assessment* KPKU.

*****) Penilaian Tingkat Kesehatan Perusahaan berdasarkan Keputusan Menteri Badan Usaha Milik Negara No. KEP-100/MBU/2002 tentang Penilaian Tingkat Kesehatan Badan Usaha Milik Negara.

*) The number of employees includes employees of PTPI and 10 subsidiaries directly under PTPI.

**) Implementation of the Partnership and Community Development Program in accordance with the Minister of SOEs Regulation No. PER-09/MBU/07/2015 dated July 3, 2015 concerning the Partnership Program and Community Development Program for SOEs, and the first amendment No. PER-03/MBU/12/2016 dated December 16, 2016, and the second amendment No. PER-02/MBU/7/2017 dated July 5, 2017.

***) GCG implementation Assessment using a method based on a copy of the Secretary of the Ministry of SOEs Decree No. SK-16/S.MBU/2012 dated June 6, 2012 concerning Indicators/Parameters for Assessment and Evaluation of Good Corporate Governance Implementation in SOEs.

****) The assessment method used the Baldrige Excellence Framework approach issued by the United States National Institute of Standard and Technology (NIST), between 2013-2019 used the KPKU by FEB, since 2020 used the BEF Criteria by IQAF.

*****) The KPKU assessment in 2018 was not carried out based on the Deputy for Business Infrastructure of the Ministry of SOEs Letter No. S-198/D7.MBU/10/2017 dated October 7, 2017 concerning the Implementation of the 2017 BUMN KPKU Implementation Assessment point 3.

*****) The Company's Health Level Assessment is based on the Minister of SOEs Decree No. KEP-100/MBU/2002 concerning Health Level Assessment for State-Owned Enterprises.