Women In
PT Pertamina Geothermal Energy

Jakarta, 8 March 2018
DEED OF ESTABLISHMENT
No 10 dated on 12 Dec 2006
By Notary Marianne Vincentia Hamdani, SH.

BUSINESS FIELDS
Holding a business in geothermal from the upstream and/or downstream along with other related or supporting business activities in geothermal.

WOKING AREA
14 Exploitation Concession Area
4 Geothermal Areas
4 Development Projects
5 Joint Operation Contract (JOC)

INSTALLED CAPACITY
587 MW (Own)
1,095 MW (JOC)

SHARE HOLDERS
90.06%
9.94%
Pertamina Persero
Pertamina Dana Ventura

EMPLOYEES
583
(per Des 2017)

HEAD QUARTER
Menara Cakrawala lantai 15
Jalan MH Thamrin No. 9
Jakarta 10340
Phone: (62-21) 398 33 222
Fax: (62-21) 398 33 230
Web: pge.pertamina.com

SUBSIDIARY
• 1 Subsidiary: PT PGE Lawu
• 1 JV: PT GES
• 24 Share Subscription under PT Pertamina (Persero) Group
### Projected Installed Capacity (MW)

<table>
<thead>
<tr>
<th>No</th>
<th>Eksisting</th>
<th>Kapasitas (MW)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Lahendong 1-6</td>
<td>120</td>
</tr>
<tr>
<td>2</td>
<td>Kamojang 1-5</td>
<td>235</td>
</tr>
<tr>
<td>3</td>
<td>Ulubelu 1-4</td>
<td>220</td>
</tr>
<tr>
<td>4</td>
<td>Sibayak</td>
<td>12</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No</th>
<th>Pengembangan</th>
<th>Kapasitas (MW)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Lahendong 50</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Kamojang 55</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Karaha 50</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Lumut Balai 285</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Hululais 340</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Kerinci 145</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Gunung Lawu 110</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Seulawah 110</td>
<td></td>
</tr>
</tbody>
</table>

#### MISSION
To Professionally Manage Environmentally Sound Geothermal operations and Business Portfolio and Provides Added Values to the Stakeholders.

#### GOAL
1. Acquire profits based on the principles of effective and efficient enterprise management
2. Increasing the role of geothermal in supporting national energy needs
Projected Employment Growth

Size represents Installed Capacity

Headcount Productivity (MW/Pekerja)

Jumlah Pekerja (Orang)

Headcount Productivity >1 MW/Pekerja

Installed Capacity

<table>
<thead>
<tr>
<th>Year</th>
<th>Installed Capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>677</td>
</tr>
<tr>
<td>2019</td>
<td>787</td>
</tr>
<tr>
<td>2020</td>
<td>872</td>
</tr>
<tr>
<td>2021</td>
<td>1037</td>
</tr>
<tr>
<td>2022</td>
<td>1222</td>
</tr>
<tr>
<td>2023</td>
<td>1367</td>
</tr>
<tr>
<td>2024</td>
<td>1687</td>
</tr>
<tr>
<td>2025</td>
<td>2142</td>
</tr>
</tbody>
</table>

Jumlah Pekerja

<table>
<thead>
<tr>
<th>Year</th>
<th>Jumlah Pekerja</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>733</td>
</tr>
<tr>
<td>2019</td>
<td>820</td>
</tr>
<tr>
<td>2020</td>
<td>889</td>
</tr>
<tr>
<td>2021</td>
<td>981</td>
</tr>
<tr>
<td>2022</td>
<td>1050</td>
</tr>
<tr>
<td>2023</td>
<td>1050</td>
</tr>
<tr>
<td>2024</td>
<td>1118</td>
</tr>
<tr>
<td>2025</td>
<td>1187</td>
</tr>
</tbody>
</table>
Employee Demography

Total 583 employees

Young Age Group
72.6% the employees are < 40 years old

High Education
67.2% employees has bachelor degree

S1 55%
S2 12%
S3 0.2%

Education
- Bachelor Degree with Various Background (69.6%)
- Master Degree with Various Background (14.5%)

Employment Length
- < 3 Years (20.3%)
- 4 – 8 Years (47.8%)
- 9 – 15 Years (29%)
- > 15 Years (2.9%)

- HQ (75.3%)
- Site/Project (24.6%)

Total 69 Female Employees (11.8% of Total Employees)
- 79.7% are Married

- Bachelor Degree with Various Background (69.6%)
- Master Degree with Various Background (14.5%)

- < 3 Years (20.3%)
- 4 – 8 Years (47.8%)
- 9 – 15 Years (29%)
- > 15 Years (2.9%)

- HQ (75.3%)
- Site/Project (24.6%)

Supporting (IA, Corpsec, HC) 29% (170 org)
Geoscience (EE) 8% (46 org)
Finance 6% (35 org)
Human Capital 6%
Strategic Planning & Business Development 13%
Exploration & Exploitation 6%
Operation & Project Development 52% (303 org)
Finance 6%
IT 4%
HSSE 4%
Supply Chain Management 4%
Operation 6%

79.7% are Married
What Holds Women Back?

McKinsey & Co, 2011, Unlocking the full potential of women in the US economy

- Token women generally suffer slow promotion in male-dominated careers but token men advance quickly in female-dominated careers => glass escalator effect (Williams, 1992)
- Men are better workers than women
- Role that family concerns play in career choices
- More likely: Women's domestic responsibilities exceed men's (Bianci et al., 2000)

Individual Mindset
Lifestyle Issues
Institutional Mindset
Structural Obstacles
Women In PGE

- Positive Points
  - Policies & Programs:
    - Standards on Maternity Protection:
      - Maternity Leave
      - Lactation Room with Refrigerator
    - Kartini Day
  - Workplace
    - Friendly working place
    - Woman activities after working hours: Yoga & Zumba

- Way Forwards
  - On-site Childcare Facilities
Thank You
Kondisi Operasional PGE
PGE mengelola 14 WKP dengan total kapasitas pembangkitan 587 MW (Own Operation) dan 1.095 MW (Joint Operation Contract)

Reserves : 830 MW (P1) + 720 MW (P2)