



Women in Energy Transition

Energy Transition and Sustainability Division

6 June 2025



PLN integrates gender equality and social inclusion into its operations through inclusive policies, governance, and capacity building

Strong commitment



sustainability is becoming part of the strategy, but **equality is actually the soul** of PLN to make PLN stronger

PLN's commitment to gender equality was reinforced by the President Director's **Statement of Support for the Women's Empowerment Principles**, published through the UN Global Compact platform (2021)



Gender mainstreaming **is integrated into the core duties of every BOD-1** structure in PLN, ensuring equality and inclusivity at all levels.

Policies



Statement of Corporate Intent regarding **Gender Mainstreaming Policy (2023)**

Directors Regulation No 0015.P/DIR/2020 regarding **Protection, Prevention and Handling of Sexual Harassment**



Implementing Regulation No 0022.E/DIR/2024 regarding Standard Procedures for **Implementing Gender Mainstreaming Strategies in Human Resources**

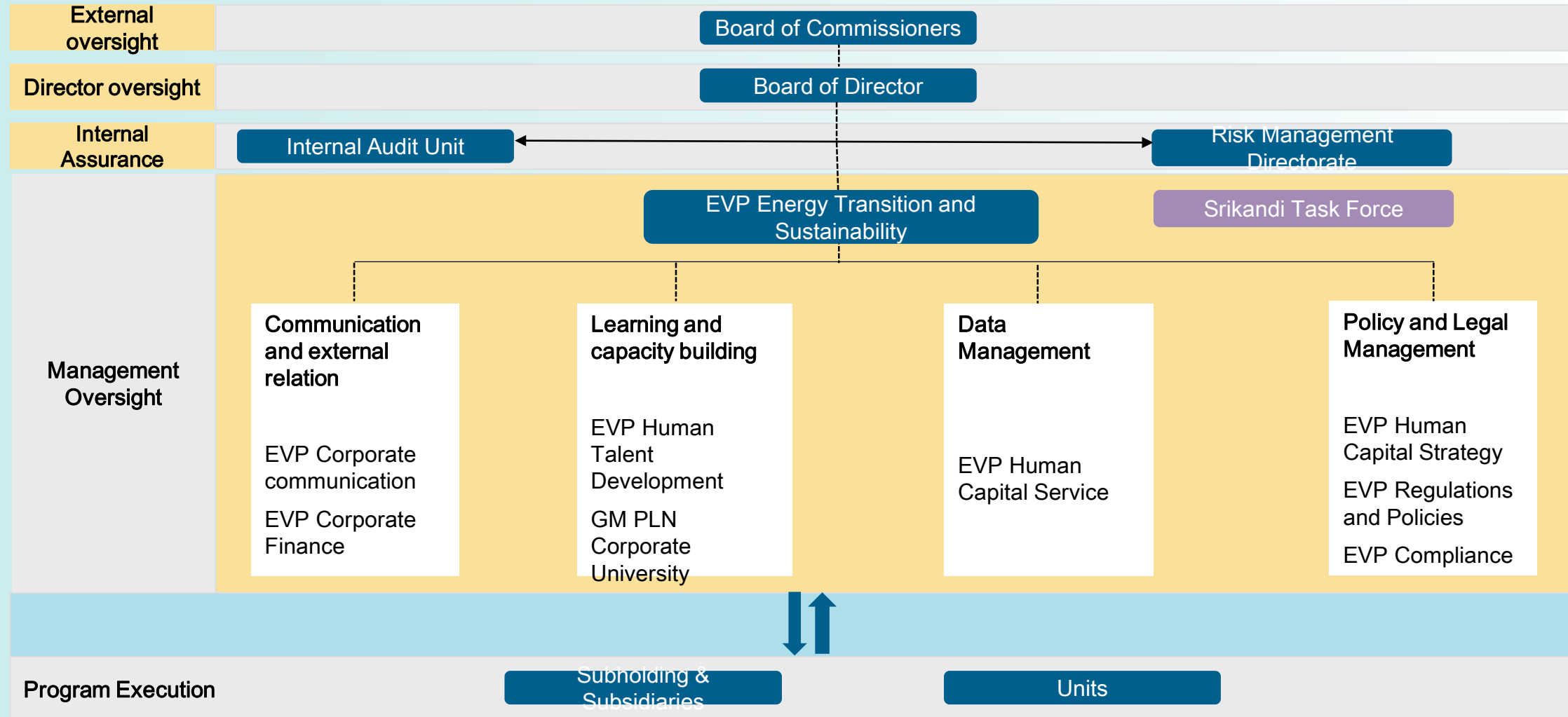


Gender Academy



The establishment of the **Gender Academy** marks a significant step in PLN's capacity-building efforts, providing a structured framework to integrate gender perspectives into learning. By 2024, the academy delivered seven batches of **gender-based violence training to 2,225 participants**

A dedicated governance body oversees gender mainstreaming to ensure strategic alignment and accountability across all PLN operations

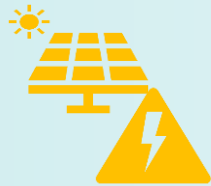


Women is involved and empowered to improve gender mainstreaming towards energy transition programs



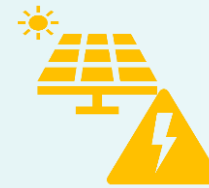
Upper Cisokan Pump Storage (project loan)

- Women staff increased from 5% in 2021 to 20% in 2025, specifically for the technical staff
- Gender risk and impact mitigation during project development



Result Based-Lending (RBL)/Electricity Grid Development Program-- Kalimantan, Maluku, Papua

- Poor households provided with PLN electricity by 2024 (287,533 households) and 22% of them are female headed households (64,096 households)
- Pilot community-based training for Solar PV maintenance by remote monitoring to the units and community with a minimum of 30% female participants
- Education workshop to customers related to the safe and productive energy use with a minimum of 30% female participants for each workshop



Sustainable and Reliable Energy Access Program — Western and Central Java

- Minimum 11,038 PLN staff trained (at least 23% of those trained are women) nationwide demonstrate improved understanding and application of emerging technologies
- Participants (at least 30% women) in the consumer education workshops in PLN units demonstrate increased knowledge on safe and productive energy use



CSR program - Decent Work and Economic Growth

- Accumulated until 2025, the number of MSEs receiving PLN CSR assistance is 28,152 MSEs involved/ formed and the beneficiaries include 581,005 women and 362,072 men.
- Total potential revenue up to April 2025 of IDR 24.69 billion



Through the **Srikandi¹ program**, the company focuses on empowering vulnerable groups, while demonstrating a strong commitment to environmental care



Srikandi Sahabat Anak

This program is intended for non-formal elementary education or playgroups, such as schools for street children and shelters. Through this program, we provide educational facilities, motivational support for children, and assistance for the schools' self-sufficiency initiatives



Woman Support Woman

The program targets vulnerable women, such as persons with disabilities, indigenous communities, and the elderly. It offers training, provision of business tools, and supports community-based empowerment initiatives



Srikandi peduli kesehatan ibu Anak

The program provides health-related training and education, prenatal and child health check-ups, assistance for sanitation and clean water facilities, along with other essential infrastructure that supports overall well-being. It is intended for institutions serving maternal and child health in the company's supported villages



Srikandi Communitree

By engaging communities around the power plants, we promote tree planting on PLN Group assets near generation facilities. The harvested wood is utilized as biomass for co-firing. Tree species planted include Gamal, Red Calliandra, Indigofera, and Gmelina. Local residents can also benefit from the leaves, using them as fertilizer, animal feed, and for other purposes

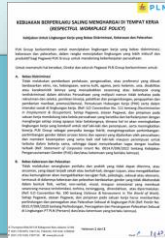
¹Srikandi is a task force established by PLN to support the empowerment of women both within and outside the company

PLN pursues **EDGE Certification** through gender equality efforts that enhance inclusivity and strengthen brand reputation

EDGE Certification Efforts

Implemented Gender Policies

The Respectful Workplace Policy, as part of the company's gender-responsive approach, is a cornerstone for fostering equality and sustainability in today's responsible workplace

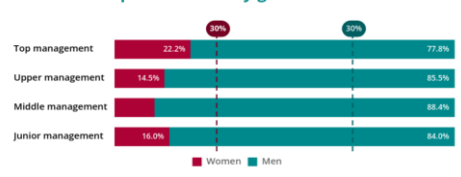


Upgraded facilities to be gender inclusive

- Special parking for persons with disabilities: at 42 business units
- Accessible office entryways: at 41 business units
- Toilet handrails for persons with disabilities: at 41 business units
- Childcare and lactation room in 33 business units

HR data monitoring & evaluation based on gender

Substantive representation by gender



The company systematically tracks gender-disaggregated data across all levels of management and evaluates progress to support the advancement of women into leadership and decision-making roles

Employee survey

Conducting an employee survey to assess the culture of inclusivity and gender mainstreaming within the company. Over 50% of male and female employees positively perceive the company's gender mainstreaming policies, facilities, and practices

EDGE Certification Impacts

Credibility and Transparency



Third-party certification enhances credibility and transparency, and supports the governance of GEDSI implementation, particularly in the area of human resources

Compliance with PLN's commitment



Compliance with PLN's commitment serves as a benchmark for the fulfillment of existing PLN policies related to GEDSI, and also supports the improvement of PLN's ESG rating

Opportunity for Improvement



The EDGE assessor identified areas where PLN can strengthen its GEDSI initiatives through a structured action plan

Benchmarking against peers



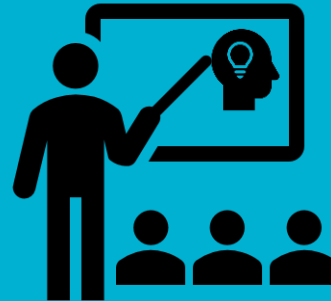
Benchmarking with relevant industries to identify gaps and determine areas for improvement

PLN is committed to strengthening its sustainability contribution through a consistent, targeted, and inclusive improvement approach.



Strengthen Gender Inclusive Workplace

Driven by its strong commitment to diversity and inclusion, PLN is ambitiously advancing its efforts to foster a gender-inclusive workplace by pursuing the **recertification of EDGE at the EDGE Move level**



Capacity Building for Women Talent

To strengthen its gender equity pipeline, PLN has implemented targeted mentoring and coaching programs designed to prepare high-potential female talents for future leadership roles, particularly at the BoD-3 level, while also fostering greater interest among women employees in STEM fields through the COLONY initiative



Gender Focal Point Establishment

Through its sustainability maturity roadmap, PLN has established Gender Focal Points across business units to systematically ensure the effective implementation of gender equality and inclusion policies.



