

PRESS RELEASE

**IPCM PRESENTS FEMALE CREW MEMBERS ON KARTINI DAY,
ADVANCING EQUALITY AT SEA**

Jakarta, April 21, 2026 – PT Jasa Armada Indonesia Tbk (IDX: IPCM), part of the Pelindo Group and engaged in pilotage and towage services, reaffirmed its commitment to sustainability principles by launching the “IPCM Maritime Srikandi” program, a strategic initiative promoting gender equality in maritime operations in conjunction with Kartini Day.

This program marks an important milestone for the company, as for the first time IPCM has actively recruited and empowered female crew members aboard its tugboat fleet, a role traditionally dominated by men. This step reflects the company’s strong commitment to building an inclusive workplace while strengthening the implementation of Environmental, Social, and Governance (ESG) principles.

Also present at the event were Chandra Motik, Chairwoman of Women In Maritime Association Indonesia (WIMA INA); Reini Delfianti, Group Head of Human Resource Management at PT Pelabuhan Indonesia (Persero); Yandri Trisaputra, Executive General Manager Regional 2 Tanjung Priok; Agusman Katoroy, Acting Senior Manager Region 2 of PT Pelindo Jasa Maritim (PT PJM); Muhammad Irfan Rahim, President Director of PT Intan Sejahtera Utama (PT ISMA); Shanti Puruhita, President Director of PT Jasa Armada Indonesia Tbk; along with the Board of Directors and employees of PT Jasa Armada Indonesia Tbk.

Shanti Puruhita, President Director of PT Jasa Armada Indonesia Tbk, stated that this initiative is part of the company’s transformation to create sustainable long-term value. “The IPCM Maritime Srikandi program is not merely symbolic, but a tangible action by the company to create equal opportunities for women to grow and contribute in strategic sectors. We believe that diversity will strengthen the company’s performance and competitiveness,” she said.

The launch of this program is also aligned with the company’s efforts to support the achievement of the Sustainable Development Goals (SDGs), particularly Goal 5 on gender equality, Goal 8 on decent work and economic growth, and Goal 10 on reduced inequalities. Through this program, IPCM not only promotes women’s empowerment but also ensures fair employment opportunities, enhanced human resource competencies, and contributions to inclusive economic development.

Chandra Motik, Chairwoman of WIMA INA, expressed her appreciation for IPCM’s progressive step through the Maritime Srikandi program. “IPCM’s initiative is a concrete example of how the maritime industry is beginning to open wider opportunities for women. The presence of Maritime Srikandi not only strengthens gender equality but also proves that women possess the competence and resilience to contribute directly to a sector traditionally dominated by men. We hope this initiative can inspire other industry players to promote inclusivity and diversity within Indonesia’s maritime sector,” said Chandra Motik.



From a business perspective, the company believes that strengthening the social aspect of ESG will positively impact operational sustainability and enhance stakeholder trust, including among investors. The implementation of measurable diversity and inclusivity practices is believed to increase productivity, foster innovation, and strengthen the company's reputation within the maritime industry.

As a growing company, IPCM is committed to making this initiative part of its long-term strategy for human resource development and the strengthening of good corporate governance. Going forward, the company will continue to expand ESG-based programs to create sustainable added value for all stakeholders.

End

PT Jasa Armada Indonesia Tbk (IDX: IPCM)

PT Jasa Armada Indonesia Tbk is the only company in the pilotage and tugboat services sector listed on the Indonesia Stock Exchange since December 22, 2017. The issuer with stock ticker IPCM is part of PT Pelabuhan Indonesia (Persero) Group.

The Company's core business is engaged in providing pilotage and tugboat services with its primary market serving vessel service activities throughout the Regional 2 working area of PT Pelabuhan Indonesia (Persero), which includes 12 (twelve) ports with market expansion throughout Indonesia.

Corporate Secretary,
PT Jasa Armada Indonesia Tbk (IPCM)

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