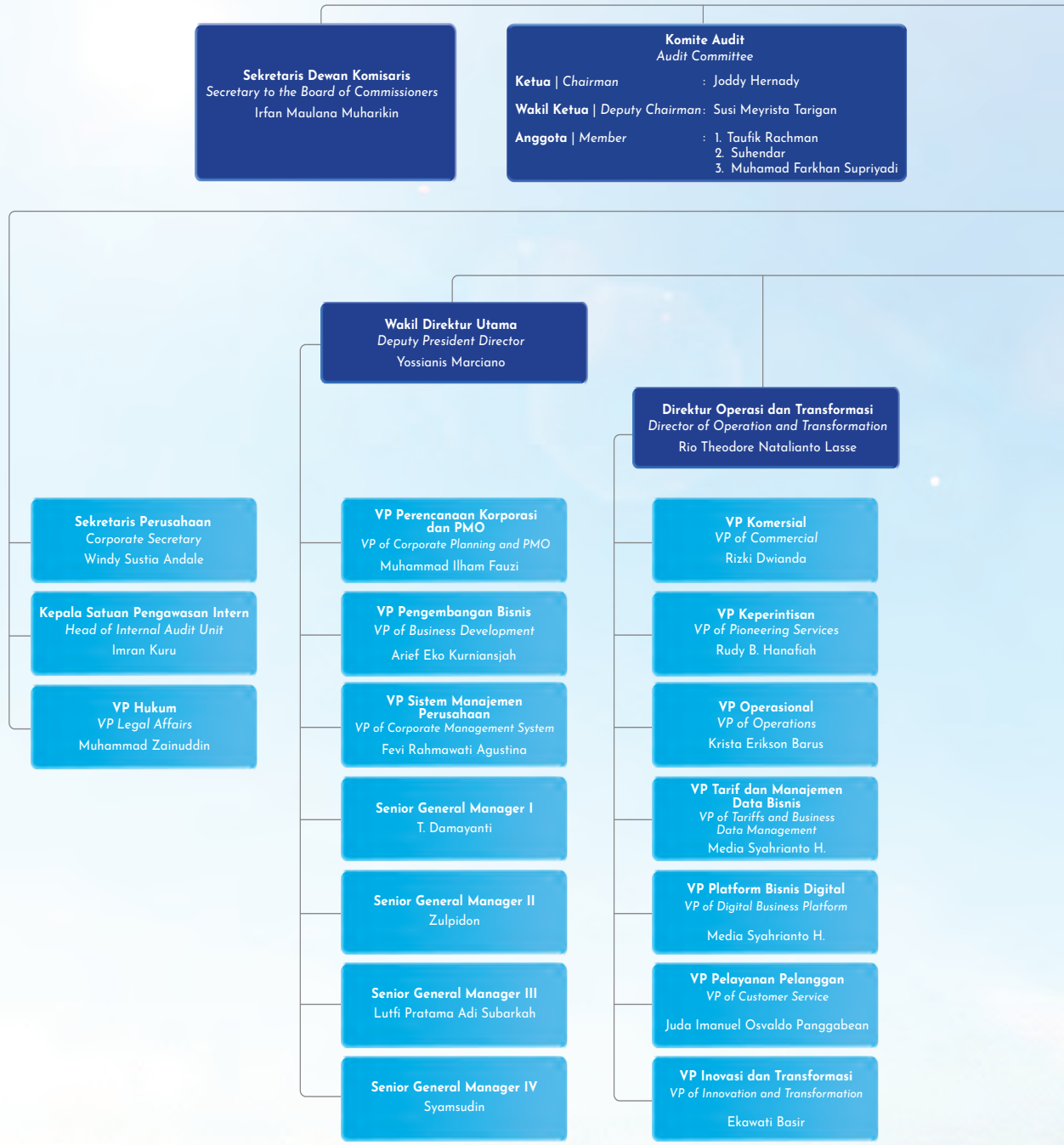
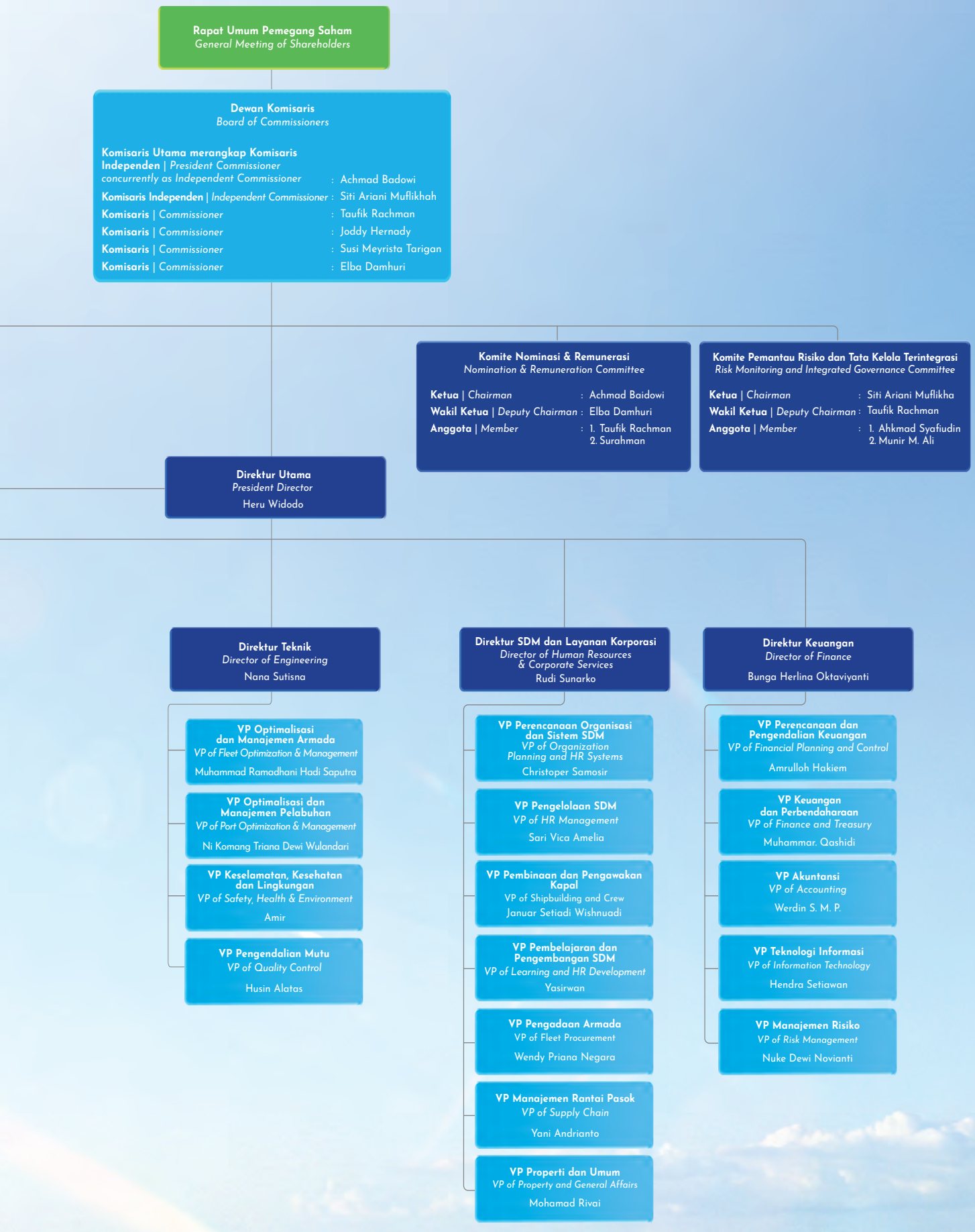
STRUKTUR ORGANISASI
ORGANIZATIONAL STRUCTURE

Struktur organisasi ASDP disusun untuk mendukung pencapaian visi, misi, serta rencana jangka panjang Perseroan. Hingga 31 Desember 2025, struktur organisasi mengacu pada Keputusan Kementerian BUMN Nomor SK-278/MBU/11/2024 tanggal 11 November 2024, sebagai dasar pengaturan fungsi, peran, dan tanggung jawab guna memastikan efektivitas pengelolaan organisasi.

ASDP's organizational structure is designed to support the achievement of the Company's vision, mission, and long-term plan. As of 31 December 2025, the organizational structure follows the Ministry of SOEs Decree No. SK-278/MBU/11/2024 dated 11 November 2024, for the basis for regulating functions, roles, and responsibilities to ensure effective organizational management.




Rapat Umum Pemegang Saham
General Meeting of Shareholders
Dewan Komisaris
Board of Commissioners
Komisaris Utama merangkap Komisaris Independen | President Commissioner concurrently as Independent Commissioner : Achmad Badowi
Komisaris Independen | Independent Commissioner : Siti Ariani Muflikhah
Komisaris | Commissioner : Taufik Rachman
Komisaris | Commissioner : Joddy Hernady
Komisaris | Commissioner : Susi Meyrista Tarigan
Komisaris | Commissioner : Elba Damhuri
Komite Nominasi & Remunerasi
Nomination & Remuneration Committee
Ketua | Chairman : Achmad Baidowi
Wakil Ketua | Deputy Chairman : Elba Damhuri
Anggota | Member : 1. Taufik Rachman 2. Surahman
Komite Pemantau Risiko dan Tata Kelola Terintegrasi
Risk Monitoring and Integrated Governance Committee
Ketua | Chairman : Siti Ariani Muflikha
Wakil Ketua | Deputy Chairman : Taufik Rachman
Anggota | Member : 1. Ahkmad Syafiudin 2. Munir M. Ali
Direktur Utama
President Director
Heru Widodo
Direktur Teknik
Director of Engineering
Nana Sutisna
VP Optimalisasi dan Manajemen Armada
VP of Fleet Optimization & Management
Muhammad Ramadhani Hadi Saputra
VP Optimalisasi dan Manajemen Pelabuhan
VP of Port Optimization & Management
Ni Komang Triana Dewi Wulandari
VP Keselamatan, Kesehatan dan Lingkungan
VP of Safety, Health & Environment
Amir
VP Pengendalian Mutu
VP of Quality Control
Husin Alatas
Direktur SDM dan Layanan Korporasi
Director of Human Resources & Corporate Services
Rudi Sunarko
VP Perencanaan Organisasi dan Sistem SDM
VP of Organization Planning and HR Systems
Christoper Samosir
VP Pengelolaan SDM
VP of HR Management
Sari Vica Amelia
VP Pembinaan dan Pengawakan Kapal
VP of Shipbuilding and Crew
Januar Setiadi Wishnuadi
VP Pembelajaran dan Pengembangan SDM
VP of Learning and HR Development
Yasirwan
VP Pengadaan Armada
VP of Fleet Procurement
Wendy Priana Negara
VP Manajemen Rantai Pasok
VP of Supply Chain
Yani Andrianto
VP Properti dan Umum
VP of Property and General Affairs
Mohamad Rivai
Direktur Keuangan
Director of Finance
Bunga Herlina Oktaviyanti
VP Perencanaan dan Pengendalian Keuangan
VP of Financial Planning and Control
Amrulloh Hakiem
VP Keuangan dan Perbendaharaan
VP of Finance and Treasury
Muhammar. Qashidi
VP Akuntansi
VP of Accounting
Werdin S. M. P.
VP Teknologi Informasi
VP of Information Technology
Hendra Setiawan
VP Manajemen Risiko
VP of Risk Management
Nuke Dewi Novianti

PROFIL DEWAN KOMISARIS
PROFILE OF THE BOARD OF COMMISSIONERS



Achmad Baidowi

Komisaris Utama merangkap Komisaris Independen
President Commissioner concurrently as Independent Commissioner

Indonesia, Jakarta

Banyuwangi, 13 April 1980. Berusia 45 tahun per Desember 2025.
Banyuwangi, 13 April 1980. Aged 45 years as of December 2025.

Riwayat Pendidikan *Education Background*	• S3 Pendidikan Doktor Politik dan Pemerintahan dari Institut Pemerintahan Dalam Negeri. • S2 Pendidikan Magister Ilmu Politik dari Universitas Nasional Jakarta. • S1 Sosiologi Agama dari UIN Sunan Kalijaga Yogyakarta.	• Doctoral degree, Politics and Government, Institut Pemerintahan Dalam Negeri. • Master's degree, Political Science, Universitas National Jakarta. • Bachelor's degree, Sociology of Religion, UIN Sunan Kalijaga Yogyakarta.
Pengalaman Kerja *Professional Background*	Anggota DPR RI tercatat dari tahun 2016 – 2024. Selama di DPR RI, beliau aktif terlibat dalam panitia perumusan RUU Pemilu, RUU Ketahanan Siber, RUU Cipta Kerja, dan RUU Ibukota Negara.	Member of the Indonesian House of Representatives from 2016 to 2024. While in the House of Representatives, he was actively involved in the formulation committee of the Election Bill, Cyber Resilience Bill, Job Creation Bill, and State Capital Bill.
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Keputusan Menteri BUMN No.SK-279/ MBU/11/2024 tanggal 19 November 2024. Decree of the Minister of SOEs No. SK-279/MBU/11/2024 dated 19 November 2024.	
Periode Jabatan *Term of Office*	Pertama dengan masa jabatan November 2024-November 2029. First period with a term of office from November 2024 to November 2029.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Dewan Komisaris dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Commissioners Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	Ketua Komite Nominasi dan Remunerasi. Chairman of the Nomination and Remuneration Committee.	
Perusahaan Lain *Other Companies*	• Ketua Yayasan Wakaf Qur'an Indonesia. • Dewan Pakar Ikatan Cendekiawan Muslim Indonesia (ICMI). • Wakil Ketua Umum II DPP Peradaban. • Ketua Bidang BUMN MN KAHMI.	• Chairman of Waqaf Qur'an Indonesia Foundation. • Expert Council Member of Indonesian Association of Muslim Intellectuals (ICMI). • Deputy Chairman II of DPP Peradaban. • Head of SOEs Division, MN KAHMI.



Siti Ariani Muflikhah

Komisaris Independen
Independent Commissioner

Indonesia, Bekasi

Yogyakarta, 30 Agustus 1969. Berusia 56 tahun per Desember 2025.
Yogyakarta, 30 August 1969. Aged 56 years as of December 2025.

Riwayat Pendidikan *Education Background*	• S2 Magister *Management of Communication,* Universitas Trisakti. • *Broadcast Media* BBC di *World Service Unit.* • *Film Summer School (International Documentary Film Festival & Goethe ASEAN).* • S1 Philosophy dari Universitas Gadjah Mada.	• Master's degree in Communication Management, Universitas Trisakti. • Broadcast Media training, BBC World Service Unit. • Film Summer School (International Documentary Film Festival & Goethe ASEAN). • Bachelor's degree in Philosophy, Universitas Gadjah Mada.
Pengalaman Kerja *Professional Background*	• Konsultan (2020). • Staf Informasi dan Komunikasi Politik di Kantor Staf Presiden (2015–2019). • Produser di Tanamera (Dokumenter & Program TV) (2008–2014).	• Consultant (2020). • Political Communication and Information Staff, Presidential Executive Office (2015-2019). • Producer at Tanamera (Documentaries & TV Programs) (2008-2014).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Keputusan Menteri BUMN No. SK-279/ MBU/11/2024 tanggal 19 November 2024. Decree of the Minister of SOEs No. SK-279/MBU/11/2024 dated 19 November 2024.	
Periode Jabatan *Term of Office*	Pertama dengan masa jabatan November 2024-November 2029. First period with a term of office from November 2024 to November 2029.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Dewan Komisaris dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Commissioners Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	• Ketua Komite Pemantau Risiko dan Tata Kelola Terintegrasi. • Anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi.	• Chairman of Risk Monitoring and Integrated Governance Committee. • Member of Risk Monitoring and Integrated Governance Committee.
Perusahaan Lain *Other Companies*	Tidak memiliki jabatan rangkap di perusahaan lain. Does not hold any concurrent positions in other companies.	



Taufik Rachman

Komisaris
Commissioner

Indonesia, Jakarta

Surabaya, 17 April 1980. Berusia 45 tahun per Desember 2025.
Surabaya, 17 April 1980. Aged 45 years as of December 2025.

Riwayat Pendidikan *Education Background*	• S3 Hukum dari Victoria University, Melbourne, Australia. • S2 Hukum dari La Trobe University, Melbourne, Australia. • S1 Hukum dari Universitas Airlangga.	• Doctoral degree, Law, Victoria University, Melbourne, Australia. • Master's degree, Law, La Trobe University, Melbourne, Australia. • Bachelor's degree, Law, Universitas Airlangga.
Pengalaman Kerja *Professional Background*	• Panitia Seleksi (Pansel) calon Pimpinan KPK dan calon Dewan Pengawas KPK (2024-2029). • Panitia Seleksi (Pansel) Jabatan Pimpinan Tinggi (JPT) di Lingkungan Komisi Pemberantasan Korupsi (KPK) Tahun 2023. • *Legal Consultant* Kominfo (2021). • Ketua Departemen Ilmu Hukum (2021-saat ini). • Ahli Pidana Indonesia USAID (kontrak 2019).	• Member of the Selection Committee for KPK Leadership and Supervisory Board candidates (2024-2029). • Member of the Selection Committee for High Leadership Positions within the Corruption Eradication Commission (KPK) in 2023. • Legal Consultant Kominfo (2021). • Department Head of Legal Studies (2021-present). • Indonesian Criminal Law Expert for USAID (contract in 2019).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Keputusan Menteri BUMN No. SK-279/ MBU/11/2024 tanggal 19 November 2024. Decree of the Minister of SOEs No. SK-279/MBU/11/2024 dated 19 November 2024.	
Periode Jabatan *Term of Office*	Pertama dengan masa jabatan November 2024-November 2029. First period with a term of office from November 2024 to November 2029.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Dewan Komisaris dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Commissioners Subsection of this Annual Report.	

Jabatan Rangkap | Concurrent Positions

ASDP	• Anggota Komite Audit. • Wakil Ketua Komite Pemantau Risiko dan Tata Kelola Terintegrasi.	• Member of Audit Committee. • Deputy Chairman of Risk Monitoring and Integrated Governance Committee.
Perusahaan Lain *Other Companies*	• Panitia Seleksi (Pansel) calon Pimpinan KPK dan calon Dewan Pengawas KPK | Member of the Selection Committee for KPK Leadership and KPK Supervisory Board candidates. • Ketua Departemen Ilmu Hukum di FH Unair | Head of the Department of Legal Studies at FH Unair.	



Joddy Hernady

Komisaris
Commissioner

Indonesia, Jakarta

Bandung, 26 Januari 1968. Berusia 57 tahun per Desember 2025.
Bandung, 26 January 1968. Aged 57 years as of December 2025.

Riwayat Pendidikan *Education Background*	• Magister Sains Teknik Elektro dari University of Southern California (USC), Los Angeles – USA. • Sarjana Teknik Telekomunikasi dari Institut Teknologi Bandung (ITB).	• Master of Science, Electrical Engineering, University of Southern California (USC), Los Angeles – USA. • Bachelor's degree, Telecommunication Engineering, Institut Teknologi Bandung (ITB).
Pengalaman Kerja *Professional Background*	• *Senior Advisor – Corporate Strategic Planning*, PT Telkom Indonesia (Persero), Tbk. • Komisaris PT. FitAja Digital Nusantara (Agustus 2022–Agustus 2023). • *Supervisory Board*, Cellum Global, Hungary (April 2018–Juni 2021). • Komisaris PT Metranet (April 2020–Okt 2020).	• Senior Advisor – Corporate Strategic Planning at PT Telkom Indonesia (Persero) Tbk. • Commissioner, PT FitAja Digital Nusantara (August 2022–August 2023). • Supervisory Board, Cellum Global, Hungary (April 2018–June 2021). • Commissioner, PT Metranet (April 2020–Oct 2020).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Keputusan Menteri BUMN No. SK-279/ MBU/11/2024 tanggal 19 November 2024. Decree of the Minister of SOEs No. SK-279/MBU/11/2024 dated 19 November 2024.	
Periode Jabatan *Term of Office*	Pertama dengan masa jabatan November 2024 - November 2029. First period with a term of office from November 2024 to November 2029.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Dewan Komisaris dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Commissioners Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	Ketua Komite Audit. Chairman of Audit Committee.	
Perusahaan Lain *Other Companies*	Tidak memiliki jabatan rangkap di perusahaan lain. Does not hold any concurrent positions in other companies.	



Susi Meyrista Tarigan

Komisaris
Commissioner

Indonesia, Jakarta

Medan, 14 Mei 1976. Berusia 49 tahun per Desember 2025.
Medan, 14 May 1976. Aged 49 years as of December 2025.

Riwayat Pendidikan *Education Background*	• Magister Akuntansi, Universitas Indonesia (2008). • Sarjana Akuntansi, Universitas Indonesia (2001). • Diploma 3 Akuntansi di STAN (1997).	• Master's Degree, Accounting, Universitas Indonesia (2008). • Bachelor's Degree, Accounting, Universitas Indonesia (2001). • Diploma, Accounting, STAN (1997).
Pengalaman Kerja *Professional Background*	• Kepala Bidang Anggota Komisaris di PT Surveyor Indonesia (Persero) (2015-2019). • Kepala Bagian Administrasi dan Keuangan di PT Surveyor Indonesia (Persero) (2015). • Kepala Bidang Sistem Informasi di PT Surveyor Indonesia (Persero) (2014-2015). • Sekretaris Dewan Komisaris I di PT Pelabuhan Indonesia (2014-2017). • Kasubid Perencanaan dan Pengembangan di PT Pelabuhan Indonesia (2010-2014).	• Head of Commissioner Member Division, PT Surveyor Indonesia (Persero) (2015-2019). • Head of Administration and Finance Division, PT Surveyor Indonesia (Persero) (2015). • Head of Information System Division, PT Surveyor Indonesia (Persero) (2014-2015). • Secretary to the Board of Commissioners I, PT Pelabuhan Indonesia (2014-2017). • Head of Planning and Development Subdivision, PT Pelabuhan Indonesia (2010-2014).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	• Keputusan Menteri BUMN No. SK-233/MBU/10/2019 tanggal 17 Oktober 2019. • Keputusan Menteri BUMN No. SK-225/MBU/10/2024 tanggal 17 Oktober 2024.	• Decree of the Minister of SOEs No. SK-233/MBU/10/2019 dated 17 October 2019. • Decree of the Minister of SOEs No. SK-225/MBU/10/2024 dated 17 October 2024.
Periode Jabatan *Term of Office*	• Pertama dengan masa jabatan Oktober 2019-Oktober 2024. • Periode kedua dengan masa jabatan Oktober 2024-Oktober 2029.	• First period with a term of office from October 2019 to October 2024. • Second period with a term of office from November 2024 to November 2029.
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Dewan Komisaris dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Commissioners Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	Wakil Ketua Komite Audit. Deputy Chairman of Audit Committee.	
Perusahaan Lain *Other Companies*	Kepala Biro Umum dan Keuangan, Kementerian BUMN. Head of General Affairs and Finance Bureau, Ministry of State-Owned Enterprises.	



Elba Damhuri

Komisaris
Commissioner

Indonesia, Jakarta

Bekasi, 20 Januari 1974. Berusia 51 tahun per Desember 2025.
Bekasi, 20 January 1974. Aged 51 years as of December 2025.

Riwayat Pendidikan *Education Background*	• S2 Magister Ekonomi Politik Global dari University of Newcastle, United Kingdom. • S1 Ilmu Komunikasi dari Universitas Islam, Bandung.	• Master's degree, Global Political Economy, University of Newcastle, United Kingdom. • Bachelor's degree, Communication Studies, Universitas Islam Bandung.
Pengalaman Kerja *Professional Background*	Jurnalis senior dan editor di Indonesia, beliau dikenal atas kontribusinya di industri media, khususnya sebagai Pemimpin Redaksi Harian Republika. Selain menjalankan tugas editorial, ia sering menulis tentang isu-isu ekonomi, politik, dan global. Dengan pengalaman jurnalistiknya yang luas, ia kerap diundang sebagai pembicara di berbagai forum mengenai media dan komunikasi.	Senior journalist and editor in Indonesia, renowned for contributions to the media industry, particularly as Chief Editor of Harian Republika. Also a frequent writer of economic, political, and global issues. The extensive journalistic experience leads to numerous invitations to speak at various forums on media and communication.
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Keputusan Menteri BUMN No. SK-279/ MBU/11/2024 tanggal 19 November 2024. Decree of the Minister of SOEs No. SK-279/MBU/11/2024 dated 19 November 2024.	
Periode Jabatan *Term of Office*	Pertama dengan masa jabatan November 2024-November 2029. First period with a term of office from November 2024 to November 2029.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Dewan Komisaris dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Commissioners Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	• Wakil Ketua Komite Nominasi dan Remunerasi. • Anggota Komite Pemantau Risiko dan Tata Kelola Terintegrasi.	• Deputy Chairman of Nomination and Remuneration Committee. • Member of Risk Monitoring and Integrated Governance Committee.
Perusahaan Lain *Other Companies*	Juru Bicara Kementerian Perhubungan. Spokesperson for the Ministry of Transportation.	

PERUBAHAN KOMPOSISI ANGGOTA DEWAN KOMISARIS DAN ALASAN PERUBAHANNYA
CHANGES IN THE COMPOSITION OF THE BOARD OF COMMISSIONERS AND ITS REASONS

Sepanjang tahun buku 2025 sampai dengan tahun buku ditandatangani, PT ASDP Indonesia Ferry (Persero) tidak mengalami pergantian atau perubahan susunan anggota Dewan Komisaris.

Sehingga susunan Dewan Komisaris periode 1 Januari 2025 – 31 Desember 2025 adalah sebagai berikut:

Throughout financial year 2025 up to the signing date of this report, PT ASDP Indonesia Ferry (Persero) experienced no changes or restructuring in the composition of the Board of Commissioners.

The composition of the Board of Commissioners for the period of 1 January 2025 – 31 December 2025 is:

Susunan Anggota Dewan Komisaris Periode 1 Januari 2025 – 31 Desember 2025
Membership of the Board of Commissioners for the Period of 1 January 2025 – 31 December 2025

Nama | Name	Jabatan | Position
Achmad Baidowi	Komisaris Utama merangkap sebagai Komisaris Independen President Commissioner concurrently as Independent Commissioner
Siti Ariani Muflikhah	Komisaris Independen | Independent Commissioner
Taufik Rachman	Komisaris | Commissioner
Joddy Hernady	Komisaris | Commissioner
Susi Meyrista Tarigan	Komisaris | Commissioner
Elba Damhuri	Komisaris | Commissioner



PROFIL DIREKSI
PROFILE OF THE BOARD OF DIRECTORS



Heru Widodo

Direktur Utama
President Director

Indonesia, Jakarta

Boyolali, 17 Desember 1981. Berusia 44 tahun per Desember 2025.
Boyolali, 17 December 1981. Aged 44 years as of December 2025.

Riwayat Pendidikan *Education Background*	Sarjana Psikologi, Universitas Islam Negeri Syarif Hidayatullah Jakarta 2008. Bachelor of Psychology, Universitas Islam Negeri Syarif Hidayatullah, Jakarta 2008.
Pengalaman Kerja *Professional Background*	Anggota DPR RI dari Komisi III dari tahun 2021–2024. Member of the Indonesian House of Representatives (DPR RI) in Commission III from 2021 to 2024.
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Keputusan Pemegang Saham No.SK-278/ MBU/11/2024 tanggal 11 November 2024. Shareholders' Resolution No.SK-278/ MBU/11/2024 dated 11 November 2024.
Periode Jabatan *Term of Office*	Pertama dengan masa Jabatan 11 November 2024-11 November 2029. First period with a term of office from 11 November 2024 to 11 November 2029.
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Direksi dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Directors Subsection of this Annual Report.
Jabatan Rangkap | Concurrent Positions	
ASDP	Tidak memiliki jabatan rangkap di ASDP. Does not hold any concurrent positions in ASDP.
Perusahaan Lain *Other Companies*	Tidak memiliki jabatan rangkap di perusahaan lain. Does not hold any concurrent positions in other companies.



Yossianis Marciano

Wakil Direktur Utama
Deputy President Director

Indonesia, Jakarta

Jakarta, 8 Maret 1984. Berusia 41 tahun per Desember 2025.
Jakarta, 8 March 1984. Aged 41 years as of December 2025.

Riwayat Pendidikan *Education Background*	• S2 Master of Shipping and Transport, Netherland Maritime University. • S1 Ilmu Pelayaran dari Sekolah Tinggu Ilmu Pelayaran, 2006.	• Master of Shipping and Transport, Netherland Maritime University. • Bachelor of Maritime Science, Sekolah Tinggi Ilmu Pelayaran, 2006.
Pengalaman Kerja *Professional Background*	• Direktur Strategi dan Komersial di PT Pelindo Jasa Maritim (Mar 2024-Nov 2024). • Direktur Usaha Angkutan Barang dan Tol Laut, dan Direktur Penumpang Komersil PT Pelayaran Nasional Indonesia (Feb 2022-Feb 2024). • SVP *Marketing* PT Pelindo Solusi Logistik (Okt 2021-Feb 2022). • Direktur Komersil dan Pengembangan Bisnis PT Pelindo Tanjung Priok (Jan 2019-Oct 2021). • *General Manager* Pelabuhan Tanjung Pandan PT Pelabuhan Indonesia II (Jan 2019-Jul 2020).	• Director of Strategy and Commercial, PT Pelindo Jasa Maritim (Mar 2024 - Nov 2024). • Director of Freight and Sea Toll Transportation Business, and Director of Commercial Passenger Affairs, PT Pelayaran Nasional Indonesia (Feb 2022-Feb 2024). • SVP Marketing, PT Pelindo Solusi Logistik (Oct 2021-Feb 2022). • Director of Commercial and Business Development, PT Pelindo Tanjung Priok (Jan 2019-Oct 2021). • General Manager of Tanjung Pandan Port, PT Pelabuhan Indonesia II (Jan 2019-Jul 2020).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Keputusan Pemegang Saham No.SK-278/ MBU/11/2024 tanggal 11 November 2024. Shareholders' Resolution No.SK-278/ MBU/11/2024 dated 11 November 2024.	
Periode Jabatan *Term of Office*	Pertama dengan masa jabatan 11 November 2024-11 November 2029. First period with a term of office from 11 November 2024 to 11 November 2029.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Direksi dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Directors Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	Tidak memiliki jabatan rangkap di ASDP. Does not hold any concurrent positions in ASDP.	
Perusahaan Lain *Other Companies*	Tidak memiliki jabatan rangkap di perusahaan lain. Does not hold any concurrent positions in other companies.	



Rio Theodore Natalianto Lasse

Direktur Operasi & Transformasi
Director of Operations & Transformation

Indonesia, Jakarta

Jakarta, 24 Desember 1973. Berusia 52 tahun per Desember 2025.
Jakarta, 24 December 1973. Aged 52 years as of December 2025.

Riwayat Pendidikan *Education Background*	• S3 Doctor of Philosophy (PhD) dari School of Interdisciplinary Management Technology (SIMT), Institut Teknologi Sepuluh Nopember (ITS), Surabaya, 2026. • S2 *Master of Business Administration* dari University of California Los Angeles - National University of Singapore, 2015. • S2 *Master of Engineering Science* dari University of New South Wales, Sydney Australia, 2001. • S1 Teknik Sipil dari Institut Teknologi Bandung, 1996.	• Doctor of Philosophy (PhD), School of Interdisciplinary Management Technology (SIMT), Institut Teknologi Sepuluh Nopember (ITS), Surabaya, 2026. • Master of Business Administration, University of California Los Angeles - National University of Singapore, 2015. • Master of Engineering Science, University of New South Wales, Sydney Australia, 2001. • Bachelor of Civil Engineering, Institut Teknologi Bandung, 1996.
Pengalaman Kerja *Professional Background*	• Komisaris Utama di PT Energi Pelabuhan Indonesia. • *Group Head of Business Development and Strategic Alliances Holding Office*, PT Pelabuhan Indonesia Persero (2023-2024). • Direktur Utama PT Indonesia Kendaraan Terminal Tbk (2021-2023). • Direktur Teknik & Operasi PT Indonesia Kendaraan Terminal Tbk (2020-2021). • Direktur Komersial dan Pengembangan Bisnis PT Pengembang Pelabuhan Indonesia (2014-2015).	• President Commissioner, PT Energi Pelabuhan Indonesia. • Group Head of Business Development and Strategic Alliances Holding Office, PT Pelabuhan Indonesia Persero (2023-2024). • President Director, PT Indonesia Kendaraan Terminal Tbk (2021- 2023). • Director of Engineering & Operations, PT Indonesia Kendaraan Terminal Tbk (2020-2021). • Director of Commercial and Business Development, PT Pengembang Pelabuhan Indonesia (2014-2015).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Keputusan Pemegang Saham No.SK-278/ MBU/11/2024 tanggal 11 November 2024. Shareholders' Resolution No.SK-278/ MBU/11/2024 dated 11 November 2024.	
Periode Jabatan *Term of Office*	Pertama dengan masa jabatan 11 November 2024-11 November 2029. First period with a term of office from 11 November 2024 to 11 November 2029.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Direksi dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Directors Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	Tidak memiliki jabatan rangkap di ASDP. Does not hold any concurrent positions in ASDP.	
Perusahaan Lain *Other Companies*	Tidak memiliki jabatan rangkap di perusahaan lain. Does not hold any concurrent positions in other companies.	



Nana Sutisna

Direktur Teknik
Directors of Engineering

Indonesia, Jakarta

Pulomerak, 9 Juli 1968. Berusia 57 tahun per Desember 2025.
Pulomerak, 9 July 1968. Aged 57 years as of December 2025.

Riwayat Pendidikan *Education Background*	Sarjana Manajemen Akuntansi, Sekolah Tinggi Ilmu Manajemen (2003–2007).	Bachelor's Degree in Accounting Management, Sekolah Tinggi Ilmu Manajemen (2003–2007).
Pengalaman Kerja *Professional Background*	• *General Manager* Batam, PT ASDP Indonesia Ferry (Persero) (2023). • *General Manager* Sorong, PT ASDP Indonesia Ferry (Persero) (2022). • *Port Operations Manager*, Cabang Merak, PT ASDP Indonesia Ferry (Persero) (2021). • *Operations Manager*, Cabang Bakauheni, PT ASDP Indonesia Ferry (Persero) (2020). • *Operations Manager*, Cabang Luwuk, PT ASDP Indonesia Ferry (Persero) (2019).	• General Manager Batam, PT ASDP Indonesia Ferry (Persero) (2023). • General Manager Sorong, PT ASDP Indonesia Ferry (Persero) (2022). • Port Operations Manager, Merak Branch, PT ASDP Indonesia Ferry (Persero) (2021). • Operations Manager, Bakauheni Branch, PT ASDP Indonesia Ferry (Persero) (2020). • Operations Manager, Luwuk Branch, PT ASDP Indonesia Ferry (Persero) (2019).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Surat Keputusan Pemegang Saham No. SK.072/DI-DAM/DO/2025 tanggal 30 Oktober 2025. Shareholder Decree No. SK.072/DI-DAM/DO/2025 dated 30 October 2025.	
Periode Jabatan *Term of Office*	30 Oktober 2025-saat ini | 30 October 2025-present.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Direksi dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Directors Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	Tidak memiliki jabatan rangkap di ASDP. Does not hold any concurrent positions in ASDP.	
Perusahaan Lain *Other Companies*	Tidak memiliki jabatan rangkap di perusahaan lain. Does not hold any concurrent positions in other companies.	



Bunga Herlina Oktaviyanti

Direktur Keuangan
Director of Finance

Jakarta, Indonesia

Madiun, 6 Oktober 1983. Berusia 42 tahun per Desember 2025.
Madiun, 6 October 1983. Aged 42 years as of December 2025.

Riwayat Pendidikan *Education Background*	• *Leading with Emotional Intelligence (Short Course Program)*, University of New South Wales, Australia (November 2023). • Magister Keuangan, Universitas Gadjah Mada, Indonesia (Agustus 2016–Juli 2019). • Sarjana Akuntansi, Universitas Sebelas Maret, Surakarta, Indonesia (Agustus 2001–Maret 2005).	• Leading with Emotional Intelligence (Short Course Program), University of New South Wales, Australia (November 2023). • Master's Degree in Finance, Universitas Gadjah Mada, Indonesia (August 2016–July 2019). • Bachelor's Degree in Accounting, Universitas Sebelas Maret, Surakarta, Indonesia (August 2001–March 2005).
Pengalaman Kerja *Professional Background*	• *Executive Business Officer*, PT Bank Rakyat Indonesia (Persero) Tbk, Kantor Pusat Jakarta (Februari 2025–Oktober 2025). • SVP *Project Management Office Division Head*, PT Bank Rakyat Indonesia (Persero) Tbk, Kantor Pusat Jakarta (Maret 2024–Januari 2025). • VP *Manufacturing & Property Division*, PT Bank Rakyat Indonesia (Persero) Tbk, Kantor Pusat Jakarta (November 2021–Februari 2024). • AVP *Syndication & Financial Services Division*, PT Bank Rakyat Indonesia (Persero) Tbk, Kantor Pusat Jakarta (Februari 2018–Oktober 2021). • *Senior Manager Risk Management Group Head*, PT Bank Rakyat Indonesia (Persero) Tbk, *Regional Office* Padang, Indonesia (Oktober 2016–Januari 2018).	• Executive Business Officer, PT Bank Rakyat Indonesia (Persero) Tbk, Head Office Jakarta (February 2025–October 2025). • SVP Project Management Office Division Head, PT Bank Rakyat Indonesia (Persero) Tbk., Head Office Jakarta (March 2024–January 2025). • VP Manufacturing & Property Division, PT Bank Rakyat Indonesia (Persero) Tbk, Head Office Jakarta (November 2021–February 2024). • AVP Syndication & Financial Services Division, PT Bank Rakyat Indonesia (Persero) Tbk, Head Office Jakarta (February 2018–October 2021). • Senior Manager Risk Management Group Head, PT Bank Rakyat Indonesia (Persero) Tbk, Regional Office Padang, Indonesia (October 2016–January 2018).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Surat Keputusan Pemegang Saham No. SK.072/DI-DAM/DO/2025 tanggal 30 Oktober 2025. Shareholder Decree No. SK.072/DI-DAM/DO/2025 dated 30 October 2025.	
Periode Jabatan *Term of Office*	30 Oktober 2025 – saat ini | 30 October 2025 – present.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Direksi dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Directors Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	Tidak memiliki jabatan rangkap di ASDP. Does not hold any concurrent positions in ASDP.	
Perusahaan Lain *Other Companies*	Dewan Pengawas Dana Pensiun PT ASDP Indonesia Ferry (Persero). Member of the Supervisory Board for Pension Funds of PT ASDP Indonesia Ferry (Persero).	



Rudi Sunarko

Direktur SDM dan Layanan Korporasi
Director of HR and Corporate Services

Indonesia, Jakarta

Kebumen, 1 Januari 1970. Berusia 55 tahun per Desember 2025.
Kebumen, 1 January 1970. Aged 55 years as of December 2025.

Riwayat Pendidikan *Education Background*	• ANT I, Akademi Ilmu Pelayaran Jakarta (2010). • ANT II, Akademi Ilmu Pelayaran Jakarta (1998). • ANT III, Akademi Ilmu Pelayaran Jakarta (1994).	• Nautical Expert Level I, Akademi Ilmu Pelayaran Jakarta (2010). • Nautical Expert Level II, Akademi Ilmu Pelayaran Jakarta (1998). • Nautical Expert Level III, Akademi Ilmu Pelayaran Jakarta (1994).
Pengalaman Kerja *Professional Background*	• *Senior General Manager* Regional II, PT ASDP Indonesia Ferry (Persero) (Juli 2025–Oktober 2025). • *Senior General Manager* Regional III, PT ASDP Indonesia Ferry (Persero) (April 2025–Juli 2025). • *General Manager* Cabang Merak, PT ASDP Indonesia Ferry (Persero) (Juli 2024–April 2025). • *General Manager* Cabang Bakauheni, PT ASDP Indonesia Ferry (Persero) (Februari 2023–Juli 2024). • *Vice President* Operasional, PT ASDP Indonesia Ferry (Persero) (Juli 2018–Februari 2023).	• Senior General Manager Regional II, PT ASDP Indonesia Ferry (Persero) (July 2025–October 2025). • Senior General Manager Regional III, PT ASDP Indonesia Ferry (Persero) (April 2025–July 2025). • General Manager, Merak Branch, PT ASDP Indonesia Ferry (Persero) (July 2024–April 2025). • General Manager, Bakauheni Branch, PT ASDP Indonesia Ferry (Persero) (February 2023–July 2024). • Vice President Operations, PT ASDP Indonesia Ferry (Persero) (July 2018–February 2023).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Surat Keputusan Pemegang Saham No. SK.072/DI-DAM/DO/2025 tanggal 30 Oktober 2025. Shareholder Decree No. SK.072/DI-DAM/DO/2025 dated 30 October 2025.	
Periode Jabatan *Term of Office*	30 Oktober 2025-19 Februari 2026 | 30 October 2025-19 February 2026.	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Direksi dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Directors Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	Tidak memiliki jabatan rangkap di ASDP. Does not hold any concurrent positions in ASDP.	
Perusahaan Lain *Other Companies*	Tidak memiliki jabatan rangkap di perusahaan lain. Does not hold any concurrent positions in other companies.	



Ardhi Ekapaty*

Direktur SDM dan Layanan Korporasi
Director of HR and Corporate Services

Jakarta, Indonesia

Jakarta, 3 Oktober 1970. Berusia 55 tahun per Desember 2025.
Jakarta, 3 October 1970. Aged 55 years old as of December 2025.

Riwayat Pendidikan *Education Background*	• Jurusan Marketing, STIE Mahardika Surabaya (2010). • Jurusan Ekonomi Manajemen, Universitas Pancasila (1996).	• Department of Marketing, STIE Mahardika Surabaya (2010). • Department of Management Economics, Universitas Pancasila (1996).
Pengalaman Kerja *Professional Background*	• *General Manager* Cabang • PT ASDP Indonesia Ferry (Persero) Cabang Ketapang (November 2025–Februari 2026. • PT ASDP Indonesia Ferry (Persero) Cabang Bangka (Februari 2024–November 2025. • PT ASDP Indonesia Ferry (Persero) Cabang Lembar (November 2022–Februari 2024). • PT ASDP Indonesia Ferry (Persero) Cabang Kupang (Juli 2021–November 2022). • PT ASDP Indonesia Ferry (Persero) Cabang Balikpapan (Desember 2019–Juli 2021.	• Branch General Manager • PT ASDP Indonesia Ferry (Persero) Ketapang Branch (November 2025–February 2026). • PT ASDP Indonesia Ferry (Persero) Bangka Branch (February 2024–November 2025). • PT ASDP Indonesia Ferry (Persero) LemBranch (November 2022–February 2024). • PT ASDP Indonesia Ferry (Persero) Kupang Branch (July 2021–November 2022). • PT ASDP Indonesia Ferry (Persero) Balikpapan Branch (December 2019–July 2021).
Dasar Hukum Pengangkatan *Legal Basis for Appointment*	Keputusan Pemegang Saham No. SK 129 Tahun 2026 & SK.057/DI-DAM/DO2026 Tanggal 19 Februari 2026 Shareholder Decision No.SK 129 of 2026 & SK.057/DI-DAM/DO2026 dated 19 February 2026	
Periode Jabatan *Term of Office*	19 Februari 2026–saat ini | 19 February 2026-present	
Hubungan Afiliasi *Affiliation*	Tidak memiliki hubungan afiliasi dengan anggota Direksi, anggota Dewan Komisaris lainnya maupun Pemegang Saham Utama dan Pengendali. Does not have any affiliation with members of the Board of Directors, Board of Commissioners, or Main and Controlling Shareholders.	
Kepemilikan Saham di ASDP *Shareholding in ASDP*	Disajikan terpisah pada Bab Tata Kelola Perusahaan di Sub Bab Direksi dalam Laporan Tahunan ini. Presented separately in the Corporate Governance Chapter under the Board of Directors Subsection of this Annual Report.	
Jabatan Rangkap | Concurrent Positions		
ASDP	Tidak memiliki jabatan rangkap di ASDP. Does not hold any concurrent positions in ASDP.	
Perusahaan Lain *Other Companies*	Tidak memiliki jabatan rangkap di perusahaan lain. Does not hold any concurrent positions in other companies.	

*Mulai menjabat per 19 Februari 2026 | Took office on 19 February 2026.

PERUBAHAN KOMPOSISI ANGGOTA DIREKSI DAN ALASAN PERUBAHANNYA
CHANGES IN THE COMPOSITION OF BOARD OF DIRECTORS AND ITS REASONS

Sepanjang tahun buku 2025 sampai dengan tahun buku ditandatangani, PT ASDP Indonesia Ferry (Persero) mengalami perubahan pada susunan Direksi. Perubahan tersebut dilaksanakan berdasarkan Surat Keputusan Pemegang Saham No. SK.072/DI-DAM/DO/2025 tanggal 30 Oktober 2025 tentang Pemberhentian Anggota Direksi Perseroan yang menjadi dasar dalam penyesuaian komposisi dan penguatan fungsi kepemimpinan di lingkungan Perseroan.

Throughout the 2025 financial year until the signing of this report, the Board of Directors' composition of PT ASDP Indonesia Ferry (Persero) experienced changes following the Shareholder Decree No. SK.072/DI-DAM/DO/2025 dated 30 October 2025 concerning the Dismissal of Members of the Company's Board of Directors, which serves as the basis for adjusting the composition and strengthening the leadership function within the Company.

Memberhentikan:
1. Djunia Satriawan
2. Wahyu Wibowo
3. Kusnadi Chandra Wijaya

Mengangkat:
1. Rudi Sunarko
2. Bunga Herlina Oktaviyanti
3. Nana Sutisna

Dismissing:
1. Djunia Satriawan
2. Wahyu Wibowo
3. Kusnadi Chandra Wijaya

Appointing:
1. Rudi Sunarko
2. Bunga Herlina Oktaviyanti
3. Nana Sutisna

Susunan Direksi per 31 Desember 2025 sampai dengan Laporan Tahunan ini ditandatangani adalah sebagai berikut:

The composition of the Board of Directors as of 31 December 2025 until the signing date of this Annual Report is as follows:

Periode Januari - 30 Oktober 2025 *Period of January - 30 October 2025*		**Periode 30 Oktober 2025 - Saat ini** *Period of 30 October 2025 - Present*	
Nama | *Name*	**Jabatan** | *Position*	**Nama** | *Name*	**Jabatan** | *Position*
Heru Widodo	Direktur Utama President Director	Heru Widodo	Direktur Utama President Director
Yossianis Marciano	Wakil Direktur Utama Deputy President Director	Yossianis Marciano	Wakil Direktur Utama Deputy President Director
Rio Theodore Natalianto Lasse	Direktur Operasi dan Transformasi Director of Operations and Transformation	Rio Theodore Natalianto Lasse	Direktur Operasi dan Transformasi Director of Operations and Transformation
Kusnadi Chandra Wijaya	Direktur Teknik dan Fasilitas Director of Engineering and Facilities	Nana Sutisna	Direktur Teknik Director of Engineering
Djunia Satriawan	Direktur Keuangan, Teknologi Informasi, dan Manajemen Risiko Director of Finance, Information Technology and Risk Management	Bunga Herlina Oktaviyanti	Direktur Keuangan Director of Finance
Wahyu Wibowo	Direktur SDM dan Layanan Korporasi Director of Human Resources and Corporate Services	Rudi Sunarko*	Direktur SDM dan Layanan Korporasi Director of Human Resources and Corporate Services
		Ardhi Ekapaty**	Direktur SDM dan Layanan Korporasi Director of Human Resources and Corporate Services

*Berhenti menjabat per 19 Februari 2026 | Term of office ended on 19 February 2026
**Mulai menjabat per 19 Februari 2026 | Took office on 19 February 2026

PROFIL PEJABAT EKSEKUTIF
PROFILE OF THE EXECUTIVE OFFICIALS

DIREKTORAT UTAMA
MAIN DIRECTORATE



Windy Sustia Andale
Sekretaris Perusahaan
Corporate Secretary



Imran Kuru
Kepala Satuan Pengawasan Intern
Head of Internal Audit Unit



Muhammad Zainuddin
Vice President Hukum
Vice President of Legal Affairs

WAKIL DIREKTORAT UTAMA
DEPUTY TO MAIN DIRECTORATE



Muhammad Ilham Fauzi
Vice President Perencanaan Korporasi dan PMO
Vice President of Corporate Planning and PMO



Arief Eko Kurniansjah
Vice President Pengembangan Bisnis
Vice President of Business Development



Fevi Rahmawati Agustina
Vice President Sistem Manajemen Perusahaan
Vice President of Corporate Management Systems



T. Damayanti
Senior General Manager I



Zulpidon
Senior General Manager II



Lutfi Pratama Adi Subarkah
Senior General Manager III



Syamsudin
Senior General Manager IV



Syamsuddin Tanassy
General Manager Cabang Ambon
General Manager of Ambon Branch



Anom Sedayu Panatagama
General Manager Cabang Bajoe
General Manager of Bajoe Branch



Partogi Tamba
General Manager Cabang Bakauheni
General Manager of Bakauheni Branch



Heru Wahyono
General Manager Cabang Balikpapan
General Manager of Balikpapan Branch



Reno Yulianto
General Manager Cabang Banda Aceh
General Manager of Banda Aceh Branch



Agustinus Cahyo Upandika
General Manager Cabang Bangka
General Manager of Bangka Branch



Andri Setiawan
General Manager Cabang Batam
General Manager of Batam Branch



Sigit Purwanto
General Manager Cabang Batulicin
General Manager of Batulicin Branch



Zullivan Ramadhana Miraza
General Manager Cabang Bau Bau
General Manager of Bau Bau Branch



Windra Soelistiawan
General Manager Cabang Biak
General Manager of Biak Branch



Rudy Mahmudi
General Manager Cabang Bitung
General Manager of Bitung Branch



Nikson M Ambarita
General Manager Cabang Danau Toba
General Manager of Danau Toba Branch



Erlisetya Wahyudi
General Manager Cabang Kayangan
General Manager of Kayangan Branch



Ardhi Ekapaty
General Manager Cabang Ketapang
General Manager of Ketapang Branch



Wijaya Santosa
General Manager Cabang Kupang
General Manager of Kupang Branch



Handoyo Priyanto
General Manager Cabang Lembar
General Manager of Lembar Branch



Agus Djoko Triyanto
General Manager Cabang Luwuk
General Manager of Luwuk Branch



Umar Imran Batubara
General Manager Cabang Merak
General Manager of Merak Branch



Rizal Agustiar
General Manager Cabang Merauke
General Manager of Merauke Branch



Hari Gunanto
General Manager Cabang Padang
General Manager of Padang Branch



R.M Ardhani Friandy
General Manager Cabang Pontianak
General Manager of Pontianak Branch



Burhan Zahim
General Manager Cabang Sape
General Manager of Sape Branch



Fauzie Akhmad
General Manager Cabang Selayar
General Manager of Selayar Branch



Rachmadian Adha
General Manager Cabang Singkil
General Manager of Singkil Branch



Eko Yulianto
General Manager Cabang Sorong
General Manager of Sorong Branch



Ronaldo Hutabrat
General Manager Cabang Surabaya
General Manager of Surabaya Branch



Mushar Usman
General Manager Cabang Ternate
General Manager of Ternate Branch



DIREKTORAT OPERASI DAN TRANSFORMASI
OPERATION AND TRANSFORMATION DIRECTORATE



Rizki Dwianda
Vice President Komersial
Vice President of Commercial



Rudy B Hanafiah
Vice President Keperintisan
Vice President of Pioneering Services



Krista Erikson Barus
Vice President Operasional
Vice President of Operations



Media Syahrianto H
Vice President Tarif dan Manajemen Data Bisnis
Vice President of Tariffs and Business Data Management



Media Syahrianto H
Vice President Platform Bisnis Digital
Vice President of Digital Business Platform



Juda Imanuel Osvaldo Panggabean
Vice President Pelayanan Pelanggan
Vice President of Customer Service



Ekawati Basir
Vice President Inovasi dan Transformasi
Vice President of Innovation & Transformation

DIREKTORAT TEKNIK
ENGINEERING DIRECTORATE



Muhammad Ramadhani Hadi Saputra
Vice President Optimalisasi dan Manajemen Armada
Vice President of Fleet Optimization & Management



Ni Komang Triana Dewi Wulandari
Vice President Optimalisasi dan Manajemen Pelabuhan
Vice President of Port Optimization & Management



Amir
Vice President Keselamatan, Kesehatan dan Lingkungan
Vice President of Safety, Health & Environment



Husin Alatas
Vice President Pengendalian Mutu
Vice President of Quality Control

DIREKTORAT SDM DAN LAYANAN KORPORASI
HUMAN CAPITAL & CORPORATE SERVICES DIRECTORATE



Christoper Samosir
Vice President Perencanaan Organisasi dan Sistem SDM
Vice President of Organization Planning and HR Systems



Sari Vica Amelia
Vice President Pengelolaan SDM
Vice President of HR Management



Januar Setiadi Wishnuadi
Vice President Pembinaan dan Pengawakan Kapal
Vice President of Shipbuilding and Crewing



Yasirwan
Vice President Pembelajaran dan Pengembangan SDM
Vice President of Learning and HR Development



Wendy Priana Negara
Vice President Pengadaan Armada
Vice President of Fleet Procurement



Yani Andrianto
Vice President Manajemen Rantai Pasok
Vice President of Supply Chain Management



Mohamad Rivai
Vice President Properti dan Umum
Vice President of Property and General Affairs

DIREKTORAT KEUANGAN
FINANCE DIRECTORATE



Amrulloh Hakiem
Vice President Perencanaan dan Pengendalian Keuangan
Vice President of Financial Planning and Control



Muhammar Qashidi
Vice President Keuangan dan Perbendaharaan
Vice President of Finance and Treasury



Werdin S.M.P.
Vice President Akuntansi
Vice President of Accounting



Hendra Setiawan
Vice President Teknologi Informasi
Vice President of Information Technology



Nuke Dewi Novianti
Vice President Manajemen Risiko
Vice President of Risk Management

DEMOGRAFI KARYAWAN
EMPLOYEES DEMOGRAPHIC

Pekerja Berdasarkan Tingkat Organisasi
Workers by Organizational Level

Kategori *Category*	2025			2024			2023		
	Pria *Male*	**Wanita** *Female*	**Jumlah** *Total*	**Pria** *Male*	**Wanita** *Female*	**Jumlah** *Total*	**Pria** *Male*	**Wanita** *Female*	**Jumlah** *Total*
Karyawan Darat | Ashore Employees									
D-1 | BoD-1	84	12	96	67	10	77	59	9	68
D-2 | BoD-2	185	51	236	184	48	232	172	42	216
D-3 | BoD-3	114	29	143	43	13	56	32	12	44
D-4 | BoD-4	198	58	256	225	38	263	190	18	208
D-5 | BoD-5	622	335	957	783	255	1.038	874	244	1.135
D-6 | BoD-6	10	0	10	9	0	9	0	0	0
Sub-Total	**1.213**	**485**	**1.698**	**1.311**	**364**	**1.675**	**1.327**	**325**	**1.671**
Karyawan Laut | Marine Employees									
Nakhoda | Captain	165	0	165	173	0	173	165	0	165
Perwira | Officer	1.089	2	1.091	1.116	2	1.118	1.127	3	1.130
Rating	1.783	1	1.784	1.760	1	1.761	1.790	1	1.772
Sub-Total	3.037	3	3.040	3.049	3	3.052	3.082	4	3.067
Jumlah Karyawan *Total Employees*	**4.250**	**488**	**4.738**	**4.360**	**367**	**4.727**	**4.409**	**329**	4.738

Pekerja Berdasarkan Tingkat Pendidikan
Workers by Education Level

Kategori *Category*	2025			2024			2023		
	Pria *Male*	**Wanita** *Female*	**Jumlah** *Total*	**Pria** *Male*	**Wanita** *Female*	**Jumlah** *Total*	**Pria** *Male*	**Wanita** *Female*	**Jumlah** *Total*
Karyawan Darat | Ashore Employees									
S-3 Doktoral Doctorates	0	0	0	0	0	0	1	0	1
S-2 Pascasarjana Postgraduates	51	11	62	47	8	55	47	9	56
S-1 Sarjana Undergraduates	522	388	910	550	271	821	513	230	743
D-3 Diploma	166	31	197	143	23	166	145	25	170
SMA/SMK High School	484	55	539	571	61	632	626	62	688
SMP Junior High	**5**	**1**	**6**	7	1	8	12	1	13
SD Primary School	**2**	**0**	**2**	2	0	2	2	0	2
Sub-Total	**1.230**	**486**	**1.716**	**1.320**	**364**	**1.684**	**1.346**	**327**	**1.673**

Pekerja Berdasarkan Tingkat Pendidikan
Workers by Education Level

Kategori *Category*	2025			2024			2023		
	Pria *Male*	**Wanita** *Female*	**Jumlah** *Total*	**Pria** *Male*	**Wanita** *Female*	**Jumlah** *Total*	**Pria** *Male*	**Wanita** *Female*	**Jumlah** *Total*
Karyawan Laut | Marine Employees									
ANT.I Nautical Expert Level I	8	0	8	8	0	8	10	0	10
ANT.II Nautical Expert Level II	34	0	34	33	0	33	36	0	36
ANT.III Nautical Expert Level III	204	1	205	203	1	204	218	0	218
ANT.IV Nautical Expert Level IV	219	1	220	261	2	263	272	2	274
ANT.V Nautical Expert Level V	237	0	237	237	0	237	256	0	256
ANT.D Nautical Expert Level D	1.027	0	1.027	1.012	0	1.012	970	0	970
ATT.I Technical Expert Level I	5	0	5	5	0	5	6	0	6
ATT.II Technical Expert Level II	29	0	29	30	0	30	33	0	33
ATT.III Technical Expert Level III	217	0	217	218	0	218	223	0	223
ATT.IV Technical Expert Level IV	232	0	232	256	0	256	270	0	270
ATT.V Technical Expert Level V	183	0	183	189	0	189	200	0	200
ATT.D Technical Expert Level D	625	0	625	588	0	588	569	0	569
Sub-Total	3.020	2	3.022	3.040	3	3.043	3.063	2	3.065
Jumlah Karyawan Total Employees	**4.250**	**488**	**4.738**	**4.360**	**367**	**4.727**	**4.409**	**329**	**4.738**

Pekerja Berdasarkan Status Ketenagakerjaan
Workers by Employment Status

Kategori *Category*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
Organik (Karyawan Tetap) Organic (Permanent Employees)	2.933	343	3.276	3.080	276	3.356	3.234	236	3.470
Non Organik (Karyawan Tidak Tetap/Kontrak) Non-Organic (Non-Permanent/ Contract Employees)	1.317	145	1.462	1.280	91	1.371	1.175	93	1.268
Jumlah Karyawan Total Employees	**4.250**	**488**	**4.738**	**4.360**	**367**	**4.727**	**4.409**	**329**	**4.738**

Pekerja Berdasarkan Lokasi Kerja
Workers by Working Area

Kategori *Category*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
Ambon	256	8	264	253	8	261	253	8	261
Bajoe	63	7	70	61	11	72	61	8	69
Bakauheni	127	14	141	137	13	150	137	12	149
Balikpapan	184	8	192	203	8	211	203	4	207
Banda Aceh	68	7	75	68	8	76	68	7	75
Bangka	160	6	166	153	7	160	152	6	158
Batam	270	27	297	283	23	306	283	25	308
Batulicin	156	1	157	157	2	159	144	4	148
Bau Bau	276	6	282	256	6	262	271	0	271
Biak	90	3	93	93	7	100	93	9	102
Bitung	135	4	139	115	8	123	115	5	120
Jepara	0	0	0	0	0	0	0	0	0
Kayangan	81	5	86	84	9	93	84	13	97
Ketapang	128	16	144	143	12	155	143	6	149
Kupang	207	6	213	202	9	211	202	13	215
Lembar	90	7	97	93	8	101	93	42	135
Luwuk	145	7	152	142	2	144	142	2	144
Merak	231	45	276	262	38	300	262	30	292
Merauke	83	2	85	84	5	89	84	8	92
Padang	70	4	74	70	5	75	70	5	75
Pontianak	149	3	152	150	3	153	150	23	173
Sape	71	2	73	77	1	78	77	0	77
Selayar	138	5	143	136	5	141	136	12	148
Danau Toba	126	6	132	104	3	107	123	1	124

Pekerja Berdasarkan Lokasi Kerja
Workers by Working Area

Kategori *Category*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
Singkil	79	2	81	80	3	83	80	2	82
Sorong	80	7	87	100	9	109	100	11	111
Surabaya	98	12	110	93	11	104	93	18	111
Ternate	266	5	271	243	9	252	251	10	261
Tual	0	0	0	0	0	0	0	0	0
Kantor Pusat | Head Office	357	241	598	470	129	599	493	40	533
Regional I	14	3	17	11	1	12	11	1	12
Regional II	17	7	24	12	3	15	12	3	15
Regional III	15	6	21	13	0	13	13	0	13
Regional IV	20	6	26	12	1	13	10	1	11
Jumlah Karyawan Total Employees	**4.250**	**488**	**4.738**	**4.360**	**367**	**4.727**	**4.409**	**329**	**4.738**

Pekerja Berdasarkan Rentang Usia
Workers by Age

Kategori *Category*	2025			2024			2023		
	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*	Pria *Male*	Wanita *Female*	Jumlah *Total*
<30 Tahun | Years Old	1.422	242	1.664	1.508	221	1.729	1.495	192	1.687
30 – 50 Tahun | Years Old	2.265	232	2.497	2.247	131	2.378	2.334	120	2.454
>50 Tahun | Years Old	563	14	577	605	15	620	580	17	597
Jumlah Karyawan Total Employees	**4.250**	**488**	**4.738**	**4.360**	**367**	**4.727**	**4.409**	**329**	**4.738**

Pekerja Berdasarkan Jenis Kelamin
Workers by Gender

Kategori *Category*	2025	2024	2023
Pria | Male	4.250	4.360	4.409
Wanita | Female	488	367	329
Jumlah Karyawan Total Employees	**4.738**	**4.727**	**4.738**