

## Media Update

# Freeport Management and Labor Unions Sign the 24th Collective Labor Agreement for the 2026–2028 Period

**Jakarta, April 10, 2026** – PT Freeport Indonesia (PTFI) President Director Tony Wenas, together with the chairpersons of PTFI's three labor unions, signed the 24th PTFI Collective Labor Agreement (PKB) for the 2026–2028 period in Jakarta on Friday (4/10). The three union chairpersons were Yudha Noya of the All-Indonesia Workers' Union (SPSI), Makmesser Kafiar of the All-Indonesia Labor Union (SBSI), and Virgo Solossa of the Papua Independent Workers' Union (SPMP).

Indonesia's Minister of Manpower, Yassierli, was also present to witness the signing ceremony and extended his congratulations to all employees and the negotiating teams. He expressed hope that the agreed PKB would serve as a solid foundation for building harmonious, productive, and sustainable industrial relations.

"This Collective Labor Agreement marks an important milestone for the two key components of the company — management and the labor unions as representatives of the workforce — to synergize and collaborate in building a shared agenda. This is all the more relevant given the challenges ahead, which will not be easy," said Yassierli.

He noted that the Ministry of Manpower has paid close attention to the entire process, from drafting through to signing. The Ministry provided oversight through industrial relations mediators ready to intervene should any obstacles arise during negotiations.

The Minister also expressed gratitude and conveyed his prayers for PTFI, its workers, and the people of Papua. "We are grateful that the PKB has been signed. I pray that PT Freeport Indonesia prospers, and that its workers and the people of Papua enjoy well-being," he said.

In his speech, Tony Wenas expressed appreciation to the three labor unions for completing the verification process, formulating the rules of procedure, and successfully reaching full agreement after 18 days of negotiations that began on February 23, 2026.

"The PKB we are signing today is the 24th — meaning we have had a PKB for 48 years. That may make it one of the longest-running in Indonesia," said Tony.

He outlined key points agreed upon, including wage increases and enhancements to various allowances — such as accommodation allowances for those living outside company facilities, underground mining allowances, school education allowances, retirement allowances, and others — with a primary commitment to continuing to prioritize workplace safety.

The signing of the 2026–2028 PKB represents the culmination of negotiations between PTFI management representatives and the three labor unions. The proceedings began with the reading and ratification of the rules of procedure as a shared framework for conducting the dialogue.

The negotiating teams comprised 8 members on the Employer's PKB Negotiating Team, 9 members on the Union/Labor PKB Negotiating Team, 9 members on the Employer's Industrial Relations Guidelines (PHI) Drafting Team, and 9 members on the Union/Labor PHI Drafting Team.

The PKB is an important instrument in providing employment protections, guaranteeing workers' rights, and reflecting the company's commitment to employee welfare. The PKB renewal process is intended to be an open, constructive, and mutually respectful dialogue aimed at fostering healthy and sustainable industrial relations.

"Thank you for the support and active role of the central government through the Ministry of Manpower, and of local government through the provincial and district-level Manpower Offices, as well as the central leadership of SPSI and SBSI, who supported the dialogue process and the achievement of this Collective Labor Agreement," said Tony.

Tony Wenas also affirmed that for PTFI's management, the labor unions are not merely viewed as working partners, but as part of the company's extended family — mutually supportive and protective in their shared journey at PTFI.

"This agreement forms an important foundation for achieving our common goal: ensuring the company operates well so as to improve the well-being of employees, their families, and the wider community," said Tony.

Meanwhile, Union/Labor Negotiating Team Chairperson Yudha Noya expressed hope that with the ratification of this PKB, all workers would experience an increasingly safe and comfortable working environment, and that the entire PTFI family would enjoy greater prosperity under a company that continues to grow and develop.

"The signing of the PTFI PKB–PHI is more than a ceremonial document signing. It is tangible proof that genuine partnership and deliberation toward consensus have truly been realized," said Yudha Noya.

PHOTO	DESCRIPTION
	<p>PTFI President Director Tony Wenas signs the 24th Collective Labor Agreement (PKB) for the 2026–2028 period in Jakarta, Friday (4/10), accompanied by (left to right): Employer Negotiating Team Chairperson Demi Magai, Union/Labor Negotiating Team Chairperson Yudha Noya, Makmessaer Kafiari (Chairperson, All-Indonesia Labor Union / SBSI), and Virgo Solossa (Chairperson, Papua Independent Workers' Union / SPMP).</p>
	<p>Indonesia's Minister of Manpower, Yassierli, was also present to witness the PKB signing ceremony and extended his congratulations to all employees and the negotiating teams, in Jakarta, Friday (4/10).</p>



Indonesia's Minister of Manpower Yassierli and PTFI President Director Tony Wenas pose for a photo after signing the 24th Collective Labor Agreement (PKB) for the 2026–2028 period in Jakarta, Friday (4/10).



Union/Labor Negotiating Team Chairperson Yudha Noya, accompanied by Virgo Solossa (Chairperson, SPMP) and Makmesser Kafiari (Chairperson, SBSI), in Jakarta, Friday (4/10).

In his remarks, Yudha expressed hope that with the signing of this PKB, all members of the PTFI family would enjoy greater prosperity.



PTFI President Director Tony Wenas, accompanied by Employer Negotiating Team Chairperson Demi Magai, expressed appreciation to the Negotiating Teams for successfully reaching full agreement and bringing the PKB to signing, in Jakarta, Friday (4/10).