MEDCOENERGI

GRI

EXPANDING OUR HORIZONS

2023 GRI PERFORMANCE DATA

PT Medco Energi Internasional Tbk

GRI Performance Data

GRI Performance Data

The list of MedcoEnergi assets in the calculations for all data and information disclosed and assured by KAP PSS - EY, unless otherwise stated in each disclosure item, is as follows:

Name of Assets	2021	2022	2023
Oil & Gas	1. Oman	1. Oman	1. Oman
	2. Block A	2. Block A	2. Block A
	3. South Sumatra Block[1]	3. South Sumatra Block[1]	3. South Sumatra Block[1]
	4. Rimau[1]	4. Rimau[1]	4. Rimau[1]
	5. South Natuna Sea Block B	5. South Natuna Sea Block B	5. South Natuna Sea Block B
	6. Lematang[1]	6. Lematang[1]	6. Lematang[1]
	7. Tarakan	7. Tarakan	7. Tarakan
	8. Madura Offshore	8. Madura Offshore	8. Madura Offshore
	9. Sampang	9. Sampang	9. Sampang
	10. Bangkanai	10. Bangkanai	10. Bangkanai
	11. Bualuang Thailand	11. Bualuang Thailand	11. Bualuang Thailand
	12. Malaysia Office	12. Malaysia Office	12. Jakarta Office
	13. Jakarta Office	13. Jakarta Office	13. Singapore Office
	14. Singapore Office	14. Singapore Office	14. Corridor
		15. Corridor	15. Palembang Office
Power	1. Mitra Energi Batam[2]	1. Mitra Energi Batam[2]	1. Mitra Energi Batam[2]
	2. Dalle Energi Batam[2]	2. Dalle Energi Batam[2]	2. Dalle Energi Batam[2]
	3. Energi Listrik Batam[2]	3. Energi Listrik Batam[2]	3. Energi Listrik Batam[2]
	4. Medco Geothermal Sarulla	4. Medco Geothermal Sarulla	4. Medco Geothermal Sarulla
	5. Tanjung Jati B	5. Tanjung Jati B	5. Tanjung Jati B
	6. Bio Jatropha Indonesia[3]	6. Bio Jatropha Indonesia[3]	6. Bio Jatropha Indonesia[3]
	7. Pembangkitan Pusaka Parahiangan[4]	7. Pembangkitan Pusaka Parahiangan[4]	7. Pembangkitan Pusaka Parahiangan[4]
	8. Medco Hidro Indonesia	8. Medco Power Indonesia Head Office	8. Medco Power Indonesia Head Office
	9. Medco Power Indonesia Head Office	9. Multidaya Prima Elektrindo[5]	9. Multidaya Prima Elektrindo[5]
	10. Multidaya Prima Elektrindo[5]	10. Energi Prima Elektrika[5]	10. Energi Prima Elektrika[5]
	11. Energi Prima Elektrika[5]	11. Medco Cahaya Geothermal	11. Medco Cahaya Geothermal
	12. Medco Cahaya Geothermal	12. Medco Ratch Power Riau[6]	12. Medco Ratch Power Riau[6]
	13. Medcopower Servis Indonesia	13. Medcopower Servis Indonesia	13. Medcopower Servis Indonesia
	14. Medcopower Solar Sumbawa	14. Medcopower Solar Sumbawa	14. Medcopower Solar Sumbawa
		15. Medco Solar Bali Barat	15. Medco Solar Bali Barat
		16. Medco Sumbawa Gas	

[1] South Sumatra Block (SSB), Rimau and Lematang represent South Sumatra Region.
[2] Mitra Energi Batam, Dalle Energi Batam and Energi Listrik Batam represent Batam IPP.
[3] Bio Jatropha Indonesia represents Cibalapulang Mini Hydro.
[4] Pembangkitan Pusaka Parahiangan represent Pusaka Mini Hydro.
[5] Multidaya Prima Elektrindo and Energi Prima Elektrika represent South Sumatra IPP.

04 Our Approach to Sustainability

GRI 2: General Disclosure

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2023
GRI 2-23	General Disclosures	Policy Commitments	a. Describe its policy commitments for responsible business conduct, including: i. The authoritative intergovernmental instruments that the commitments reference; ii. Whether the commitments stipulate conducting due diligence; iii. Whether the commitments stipulate applying the precautionary principle; iv. Whether the commitments stipulate respecting human rights	Corporate	MedcoEnergi's commitments for responsible business conduct are defined in policies that govern the Board of Commissioners, Board of Directors, the Senior Leaderships and all employees to not only ensure good business conduct, but also to achieve safe, effective, and efficient business operations in accordance with all applicable laws and regulations. **Business conduct management:** Our governance is founded on the principles of Transparency, Accountability, Responsibility, Independence and Fairness. The Good Corporate Governance (GCG) guides us on how our organisation should be governed by MedcoEnergi's Board of Commissioners (BoC) and Board of Directors (BoD). By implementing these principles, MedcoEnergi aims to mitigate negative impacts related to poor governance, which could lead to unethical practices, financial mismanagement and diminished stakeholder confidence. The GCG can be accessed at https://www.medcoenergi.com/en/page/view/1541. **Employee ethical conduct management:** We developed our Code of Conduct (i.e. Our Code) based on benchmarks with multinational companies and international leading practices, to input from relevant Corporate divisions. Our Code is based on the corporate values of MedcoEnergi: professional, ethical, open and innovative. Our Code defines the expectations, roles and responsibilities we expect our people to uphold when conducting MedcoEnergi's business. The Code is aligned with international best practices in human rights, personal data privacy, anti-corruption and anti-money laundering. The Code of Supplier is part of our Code. Our Code can be accessed at https://www.medcoenergi.com/en/page/view/1545. **MedcoEnergi's Sustainability Policy** outlines our commitments to maintain a healthy, safe workplace built upon a culture of mutual respect and our commitment to respect human rights, which is in line with the UN Guiding Principles for Business and Human Rights and the Voluntary Principles on Security and Human Rights. Our Sustainability Policy can be accessed at https://www.medcoenergi.com/en/page/view/3361. **MedcoEnergi's HSE Policy** outlines the Company's commitment to continuously improve HSE performance. It aims to achieve zero incidents, injuries and illnesses in all our activities and to protect our employees and stakeholders as well as the environment where we operate. Our HSE Policy can be accesssed at https://www.medcoenergi.com/en/page/view/2689. **Medco Oil & Gas' Community Development Policy** outlines our commitment to being a leading company in conducting social responsibility initiatives and activities in an ethical and sustainable manner and by listening and acting in response to the needs of the stakeholders wherever we operate. Our Community Development Policy can be accessed at https://www.medcoenergi.com/en/page/view/3367. **Medco Oil & Gas' Security Policy** desribes our commitment to providing protection for employees, assets, facilities, operations and its reputation based on the Company's Mission, Vision and Values to secure the working enviornment as a foundation for sustainable business growth. Our Security Policy can be accessed at https://www.medcoenergi.com/en/page/view/3367.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2023
			b. Describe its specific policy commitment to respect human rights, including: i. The internationally recognized human rights that the commitment covers; ii. The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment	Corporate	MedcoEnergi describes its specific commitment to respect human rights in: 1. Sustainability Policy 2. Code of Conduct 3. Code of Supplier 4. Security Policy 5. Community Development Policy i. The internationally recognized human rights principles are stated in the following policies and relevant sections: 1. Sustainability Policy page 1 in the Environmental and Social Development section. "We are committed to complying with all applicable laws and regulations, to respecting human rights in line with **the UN Guiding Principles for Business and Human Rights and the Voluntary Principles on Security and Human Rights**, and to learning from and applying industry best practice and relevant international standards." 2. Code of Conduct page 16 in the Safe Workplace sub-section Human Rights section. "One of our Company commitments in doing business ethically includes respecting others who work at and for the Company, treat every individual with respect, and **doing our business operations in compliance to the relevant human rights laws wherever MedcoEnergi operates.**" 3. Code of Supplier key elements bullet 1. "Follow the same ethical standards, including Our Code and the applied Company's policies/procedures." 4. Security Policy paragraph 3. "MedcoEnergi Oil & Gas is committed to complying with relevant laws and regulations, to respecting human rights **in line with the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights.**" 5. Community Development Policy paragraph 1. "MedcoEnergi Oil & Gas is committed to creating a positive impact for the communities in our operational areas by deepening our engagement and empowering the people, creating self-reliant communities that are **aligned with the United Nations Sustainable Development Goals.**" ii. The policies also mention the categories of stakeholders: 1. Local Communities in Sustainability Policy page 1, in the Environmental and Social Development and Local Community Empowerment section 2. Local Labour, Children, Local Communities in Code of Conduct page 16, in the Safe Workplace sub-section Human Rights section 3. Suppliers, including suppliers of services, equipment, materials and other goods, agents, consultants, contractors, subcontractors and consortium in the Code of Supplier 4. Partnership with security stakeholders in Security Policy point 7
			c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	Corporate	Links to Sustainability Policy, CoC and Code of Supplier: • Sustainability Policy: https://www.medcoenergi.com/files/Sustainability_Reports/Sustainability%20Policy%202020200508%20ENG.pdf • Code of Conduct: https://www.medcoenergi.com/files/investor/gcg/Code_of_Conduct_ENG.pdf • Code of Supplier: https://www.medcoenergi.com/files/investor/gcg/Code%20of%20Supplier_ENG.pdf • Security Policy: https://www.medcoenergi.com/files/Sustainability_Reports/Security%20Policy.pdf • Community Development Policy: https://www.medcoenergi.com/files/Sustainability_Reports/Community%20Development%20Policy.pdf • HSE Policy: https://www.medcoenergi.com/files/2021/2021%20MedcoEnergi%20HSE%20Policy%20Signed.pdf

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2023
			d. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	Corporate	All of our Corporate Policies are approved by the Chief Executive Officer or at least one of the Board of Directors (BoD) members. The dates of approvals are either stated in the policies or elsewhere on the websites or in the internal documents. These policies were approved by MedcoEnergi's Board of Directors (BoD) and communicated to all employees and relevant external stakeholders through emails, trainings and other forms of familiarizations and engagements: a. Sustainability Policy: 8 May 2020 b. Code of Conduct: 4 May 2020 c. Code of Supplier: 26 December 2022 d. Security Policy: February 2020 e. Community Development Policy: April 2020 f. HSE Policy: April 2021
			e. Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	Corporate	**Code of Conduct:** Page 5 – Our Code shall be communicated to, implemented and followed by all stakeholders, including Board of Commissioners, Board of Directors, employees, affiliates, business partners and guests of the Company without any exception and regardless of their geographical locations. **Code of Supplier:** Paragraph 1 - All of our stakeholders, including suppliers, shall follow this commitment. Paragraph 2 - We expect this standard to be followed by all of our suppliers, including suppliers of services, equipment, materials and other goods, agents, consultants, contractors, subcontractors and consortium or other basis. **Sustainability Policy:** Paragraph 6 - This policy is mandatory and sets the expectations for all employees and business units managed by PT Medco Energi Internasional Tbk. and it should be communicated to and understood by our stakeholders. **HSE Policy:** Last paragraph - This policy applies to all employees and contractors of the Company and its subsidiaries. **Community Development Policy:** Paragraph 2 - This policy applies to all community development initiatives and activities in all the Medco Oil & Gas' assets. **Security Policy:** Last paragraph - It is the responsibility of everyone in the Medco Oil & Gas to comply with this Policy and support its implementation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2023

			f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	Corporate	We have a process for our Code of Conduct commitments to be read, agreed to, and regularly signed by all workers through the annual Statement of Adherence (SoA) and Conflict of Interest (CoI) Declaration.
					
					We have a process for our Code of Supplier commitments to be read, agreed to, and signed by business partners whenever contracts are signed. Contracts between MedcoEnergi and third parties using MedcoEnergi's contracts standard have included clauses that the contractor, in countries where MedcoEnergi operates, has committed to comply with applicable laws and regulations and MedcoEnergi's Business Ethics (Code of Conduct and Code of Supplier).
					
					We communicate our policy commitments to the stakeholders through:
					• Sustainability Policy:
					  • Posted in MedcoEnergi's website: https://www.medcoenergi.com/files/Sustainability_Reports/Sustainability%20Policy%202020050508%20ENG.pdf
					  • Internal familiarizations and engagements: Inductions for New Hires, Medco 101 – for New Leader, Medco Subsurface Academy, Medco Project Management Academy
					  • External familiarizations and engagements: Vendor Day
					• Code of Conduct & Code of Supplier:
					  • Posted in MedcoEnergi's website:
					  • Code of Conduct: https://www.medcoenergi.com/files/investor/gcg/Code_of_Conduct_ENG.pdf
					  • Code of Supplier: https://www.medcoenergi.com/en/page/view/3511
					  • Internal familiarizations and engagements: Annual Statements of Adherence (SoA) and Conflicts of Interest (CoI) declarations (EP Domestic email blast on 22 Feb 2023)
					  • External familiarizations and engagements: Email blast to business partners and suppliers (to Oman 15 Nov 2023, to Thailand 28 Feb 2023)
					• Community Development Policy:
					  • Posted in MedcoEnergi's website: https://www.medcoenergi.com/files/Sustainability_Reports/Community%20Development%20Policy.pdf
					  • Social Management System (SMS) monitoring sessions for all domestic assets & Thailand
					
					All of our policies are available in English and Indonesian and accessible through our websites.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2023
GRI 2-24	General Disclosures	Embedding Policy Commitments	a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:		
			i. How it allocates responsibility to implement the commitments across different levels within the organization	Corporate	1. It is the role and responsibility of BoD to oversee the implementation of the policy commitment. It is written in: • MedcoEnergi Sustainability Manual October 2022 page 8-10 of 20 in the Sustainability Governance section: Structure & Oversight and Roles & Responsibilities. • Code of Conduct page 5 "MedcoEnergi defines a set of standards to govern the conduct of the Board of Commissioners, Board of Directors and all employees for the good and safety of all parties and to achieve an effective and efficient business operation conducted in accordance to all applicable laws and regulation". This statement is aligned with the 2022 Sustainability Report page 42 "Strengthening our Governance" and 2022 Annual Report page 105 "Corporate Governance". 2. There are various divisions in the organization with day-to-day responsibilities for implementing each of the policy commitments. It is officially stated in the following documents: • MedcoEnergi Sustainability Manual October 2022 page 10-20 of 20 in the Sustainability Governance section: Structure & Oversight and Roles & Responsibilities for the cross-functional divisions. Appendix E page 18 of 20 for ESG Governance. • To support MedcoEnergi's best interests, Our Code shall be communicated to, implemented and followed by all stakeholders including Board of Commissioners, Board of Directors, employees, affiliates, business partners and guests of the Company without any exception and regardless of their geographical locations (COC page 5). 3. The Sustainability Policy commitments is formally discussed in the regular Sustainability and Risk Management Committee (SRMC) meetings, while the Code of Conduct and Code of Supplier is formally discussed in regular Good Corporate Governance (GCG) Committee meetings. Information about SRMC can be found in the MedcoEnergi Sustainability Manual, page 8-9 of 20. Furthermore, information about both the SRMC and GCG committees can be found in the 2022 Annual Report, page 104-105 and the 2022 Sustainability Report, pages 41-42. The SRMC and GCG committees meeting notes are kept internally. 4. Discussions and engagements about responsible business conduct between different levels or divisions in the organization are held for cross-functional, employees and business partners. The activities and results are reported to the GCG Committee (for BoC and BoD) by the Audit and Integrity Compliance (A&IC) Division.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2023
			ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures	Corporate	1.a. We have risk management system (ERM) and management policies in place (MEI-CRM-GL-001 dated 1 Dec 2020), which are aligned with our policies. All risks considered across the universe of risk categories reflect how the responsible business conduct is implemented. 1.b. Our policies align with economic, environmental, social, and human rights impact assessments: • The Sustainability Policy was defined based on materiality assessments. • The human rights assessments for the corporate level was conducted in 2022, and the results were used to establish our standalone human rights policy. • The Human Rights Impact Assessment (HRIA) for Medco E&P Malaka and JOB Tomori was conducted in 2023. HRIA was conducted as part of lender's request to meet Equator Principles (EP4). 1.c. As part of the Performance Management System (PMS) annual cycle, we incorporate sustainability-related key performance indicators (KPIs) into our Team Performance Contracts (TPCs). We align TPCs outcomes with our reward programmes, including salary reviews and performance incentives. 2. Sustainability Assessment Guideline (for Projects) Dec 2020 and Sustainability Assessment Guideline for Operations Nov 2022 document how Medco Oil & Gas identifies, assesses, and manages environmental and social risks across all stages in the projects and operations. 3. We implement our Operational Excellence Management System (OEMS), Anti Bribery Management System (ABMS), HSE Management System, Social Management System (SMS), Medco Security Management System (MSMS), and Contractor HSE Management System (CHSEMS). These include internal audits to monitor compliance with policy commitments. We also monitor compliance with the policy commitments through our Sustainability Assessment for projects and operations.
			iii. How it implements its commitments with and through its business relationships	Corporate	Our procurement practices apply pre-qualification processes, bidding criteria, or screening criteria consistent with the expectations stipulated in the MedcoEnergi Code of Conduct in section entitled "Respecting Our Stakeholders", sub-section "Our Business Partners" and Code of Supplier. Contracts between MedcoEnergi and third parties using MedcoEnergi's contracts standard have included clauses that the contractor, in countries where MedcoEnergi operates, has committed to comply with applicable laws and regulations and MedcoEnergi's Business Ethics (Code of Conduct and Code of Supplier). Our business process considers the Code of Conduct's and Code of Supplier's commitments whenever we determine whether to initiate, continue, or terminate a business relationship.
			iv. Training that the organization provides on implementing the commitments	Corporate	MedcoEnergi provides various capability building and engagement sessions on implementing policy commitments: • Programs for upgrading employee skills and transition assistance **refer to GRI 404-2** through HSE Orientation. • CoC training **refers to GRI 205 (ii e)** through new hire participants and Medco 101 – for New Leaders. • Code of Supplier through engagements with business partners on Vendor Day. • The **Security** training related to human rights training **refers to GRI 410** through *Gada Pratama* Training. Note: The *Gada Pratama* training programme is designed for new security guards and candidates. • The VPSHR training was conducted on 5-6 Nov 2023 for selected participants in the divisions of Corporate Sustainability & Risk Management and Relations & Security.

05 Pursuing Excellence in Our Governance

GRI 205: Anti-Corruption

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2021		2022		2023	
					Value	%	Value	%	Value	%
GRI 205-1	Anti-Corruption	Operations assessed for risks related to corruption	a. Total number and percentage of operations assessed for risks related to corruption (based on Fraud Risk Assessment workshops)	Oil & Gas Domestic	10	100%	11	100%	11	100%
				Oil & Gas International	-	-	2	100%[1]	2	100%
				Power	6	46%[2]	8	53%[3]	10	71%[4]
			b. Significant risks related to corruption identified through the risk assessment	Corporate	**2021:** Corporate crime liability, procure to pay fraud risk, conflict of interest, United States Office of Foreign Assets Control (OFAC) violations risk. **2022:** Corporate crime liability risk, procure to pay fraud risk, conflict of interest risk, and international sanction compliance violations risk. **2023:** Corporate crime liability risk, procure to pay fraud risk, conflict of interest risk, OFAC violations risk and other sanction compliance violation, and business ethics violation.					
GRI 205-2	Anti-Corruption	Communication and training on anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to (based on email communication to governance body members)	Corporate	14	100%	13	100%	13	100%
			b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to (based on email communication to employees regarding anti-corruption policies and procedures)	Oil & Gas Domestic and International	1,889	100%	2,602	100%	2,597	100%
				Power	751	100%	807	100%	901	100%

[1] This number is based on 2 assets: Thailand and Oman.
[2] This number is based on 13 assets because of several conditions:
- Mitra Energi Batam and Dalle Energi Batam are regarded as one entity
- Medco Hidro Indonesia's employees are transferred to Medco Power Indonesia Head Office under a business consideration

[3] This number is based on 15 assets because of several conditions:
- Mitra Energi Batam and Dalle Energi Batam are regarded as one entity

[4] This number is based on 14 assets because of several conditions:
- The exclusion of Medco Sumbawa Gas due to PT Amman Mineral Internasional Tbk (AMMN) acquired 100% of the shares of PT Medco Sumbawa Gas from PT Medco Power Indonesia (MEDP)

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2021		2022		2023	
					Value	%	Value	%	Value	%
			c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to broken down by type of business partner	Oil & Gas Domestic and International	420	100%	708	100%	693	100%
				Power	Communication to business partners were delivered through series of emails and vendor audits.		2,039	100%	1,615	100%
			d. Total number and percentage of governance body members that have received training on anti-corruption (based on online participative training through the Statement of Adherence forms)	Corporate	14	100%	13	100%	13	100%
			e. Total number and percentage of employees that have received training on anti-corruption. • Light education through emails sent to employees • Participative training in both Oil & Gas and Power through the Statement of Adherence forms • Intensive training in both Oil & Gas and Power through face-to-face trainings, online trainings, and Ethics Liaison Officer sessions	Light Education (Oil & Gas Domestic and International)	1,889	100%	2,602	100%	2,597	100%
				Light Education (Power)	751	100%	807	100%	901	100%
				Participative Training (Oil & Gas Domestic and International)	1,882	100%	2,578	99.08%	2,534	97.57%
				Participative Training (Power)	751	100%	805	99.75%	900	99.89%
				Intensive Training[1] (Oil & Gas Domestic and International)	275	15%	351	13.49%	707	27.22%
				Intensive Training[2] (Power)	94	13%	177	21.93%	265	29.41%

[1] In 2023, in addition to the permanent employees which has been reported in the table, Medco E&P Oil & Gas Domestic and International has delivered trainings on anti-corruption to a total of 2,485 participants (consists of employees and third party contractors, and one participant can join multiple anti-corruption trainings). These numbers are not assured by KAP PSS - EY.

[2] In 2023, in addition to the permanent employees which has been reported in the table, Medco Power has delivered trainings on anti-corruption to a total of 276 participants (consists of employees and third party contractors, and one participant can join multiple anti-corruption trainings). These numbers are not assured by KAP PSS - EY.

GRI 412: Human Right Assessment[1]

GRI Standard Number	GRI Standard Title	Diclosure Title	Individual Disclosure Items	Type of Entity	2021		2022	
					Value	%	Value	%
GRI 412-1[2]	Human Rights Assessment	Operations that have been subject to human rights reviews or impact assessments	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	Oil & Gas Domestic	1	10.00%	1	9.09%
				Power	Not conducted yet			
GRI 412-2	Human Rights Assessment	Employee training on human rights policies or procedures	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	Oil & Gas Domestic	435 hours	-	64 hours	-
				Power	7 hours	-	-	-
			b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations	Oil & Gas Domestic	-	7.41%	-	0.17%
				Power	-	0.67%	-	-
GRI 412-3[3]	Human Rights Assessment	Significant investment agreement and contracts that include human rights clauses or that underwent human rights screening	a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Oil & Gas	Contracts between MedcoEnergi and third parties using MedcoEnergi's contracts standard have included clauses that the contractor, in countries where MedcoEnergi operates, has committed to comply with applicable laws and regulations and MedcoEnergi's Business Ethics, which include Conflict of Interest and Anti-Bribery and Corruption. These are among the basic expectations in respecting human rights principles.			
				Power				
			b. The definition used for 'significant investment agreements'	Oil & Gas	Not Applicable			
				Power				

GRI 415: Public Policy

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2021	2022	2023
GRI 415-1	Public Policy	Political contribution	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/ beneficiary	MedcoEnergi does not support any political party and does not make contributions or donations to any political party or affiliated organisation in any location we operate.		
			b. If applicable, how the monetary value of in-kind contributions was estimated	Not Applicable		

[1] With the release of the GRI Universal Standards 2021, the Topic Standard GRI 412: Human Rights Assessment 2016 has been withdrawn since its contents have been revised and incorporated into the revised GRI Universal Standards 2021 (among others GRI: 2 General Disclosures 2021 that includes disclosures GRI 2-23: Policy Commitment and GRI 2-24: Embedding Policy Commitment).

[2] In 2018, MedcoEnergi has conducted operation-level human rights assessment in Block A. However, MedcoEnergi has also conducted corporate-level human rights assessment in 2022.

[3] KAP PSS - EY's assurance on GRI 412-3 only covers MedcoEnergi's operations in Indonesia in 2021, and Indonesia and Thailand in 2022.

07 Realising Our Climate Aspirations

GRI 302: Energy - Oil & Gas[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2021*	2022**	2023**
GRI 302-1	Energy	Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources, in gigajoules, and including fuel types used	36,392,836.57[a]	36,755,762.58[a]	38,296,845.28[b,c]
				• Compressed Natural Gas (CNG) • Natural gas • Condensate • Gasoline • Aviation gasoline • Jet fuel (kerosene) • Diesel • Fuel oil • Crude oil	• Compressed Natural Gas (CNG) • Natural gas • Gasoline • Aviation gasoline • Jet fuel (kerosene) • Diesel • Fuel oil • Crude oil	• Compressed Natural Gas (CNG) • Natural gas • Gasoline • Aviation gasoline • Jet fuel (kerosene) • Diesel • Fuel oil • Crude oil
			b. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used	43,347.47[a]	107,655.17[a]	264,406.66[b,d]
				• Gasohol (E20) • Biodiesel B20 (Biosolar B20 and PTT Hyforce) • Biodiesel (B30) • Solar energy	• Gasohol 91/95 (E10) • Gasohol (E20) • Biodiesel B20 (Biosolar B20 and PTT Hyforce) • Biodiesel (B30) • Solar energy	• Gasohol 91/95 (E10) • Gasohol (E20) • Diesel (B7) • Biodiesel (B30) • Biodiesel (B35) • Solar energy
			c. In gigajoules, the total:			
			i. Electricity consumption;	159,849.69[e]	162,801.89[f]	177,400.20[g,h]
			ii. Heating consumption;	-	-	-
			iii. Cooling consumption;	-	-	-
			iv. Steam consumption	-	-	-
			d. In gigajoules, the total:			
			i. Electricity sold;	-	-	-
			ii. Heating sold;	-	-	-
			iii. Cooling sold;	-	-	-
			iv. Steam sold	-	-	-
			e. Total energy consumption within the organization, in gigajoules	36,596,033.73[a,e]	37,026,219.64[a,f]	38,738,652.13[b,c,d,g,h]
			f. Standards, methodologies, assumptions, and/or calculation tools used	• American Petroleum Institute (API) Compendium 2009 • The Greenhouse Gas (GHG) Protocol for Corporate Accounting and Reporting Standard from World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI) 2004 • ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals • James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019		
			g. Source of the conversion factors used	Internal calculation with reference to API Compendium 2009 and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006.		

[1] Additional remarks for GRI 302: Energy - Oil & Gas in 2023 can be found on page 12.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2021*	2022**	2023**
GRI 302-3	Energy	Energy intensity	a. Energy intensity ratio for the organization	2.31[a,e]	2.47[a,f]	2.88[b,c,d,g,h,i]
			b. Organization-specific metric (the denominator) chosen to calculate the ratio	GJ/TOE HC product (Gigajoules per Tonne of Oil Equivalent of Hydrocarbon product)		
			c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all	Fuel (renewable and non-renewable) and electricity		
			d. Whether the ratio uses energy consumption within the organization, outside of it, or both	Within the organization		

Additional remarks for GRI 302: Energy - Oil & Gas in 2023

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 302-1 and 302-3 (2021)	*	Scope of assurance	MedcoEnergi has recalculated 2021 disclosures for GRI 302: Energy for Oil & Gas and the values are not assured by KAP PSS - EY. MedcoEnergi used the same methodologies and tools used during the calculation process in 2021 to calculate the GRI 302: Energy disclosures.
GRI 302-1 and 302-3 (2022-2023)	**	Scope of assurance	KAP PSS - EY has provided independent limited assurance on the data. For independent limited assurance on 2021 data, please refer to KAP PSS - EY's independent limited assurance statement for the year 2021 on MedcoEnergi's website.
GRI 302-1 and 302-3	a	Scope of assets	The list of assets in 2021-2022—**International**: Oman, Thailand, Singapore Office, and Malaysia Office; **Domestic**: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang, Madura Offshore, Corridor, and Jakarta Office. Corridor acquisition completed in March 2022. Energy from Corridor is included from 2019 as MedcoEnergi's Emission base year started in 2019.
	b	Scope of assets	The list of assets in 2023—**International**: Oman, Thailand, and Singapore Office; **Domestic**: Palembang Office, Rimau, South Sumatra Block, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang, Madura Offshore, Corridor, and Jakarta Office. In 2023, Malaysia Office is not included due to stop operating in November 2022.
	c	Justification for the increase in energy consumption from non-renewable	Higher compressors fuel gas consumption in Corridor.
	d	Justification for the increase in energy consumption from renewable	Domestic assets start using Biodiesel (B35) and solar PV installation in Onshore & Offshore.
	e	List of assets	The list of assets in 2021 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia Office, Singapore Office, Jakarta Office, and Corridor.
	f	List of assets	The list of assets in 2022 that consume energy from purchased electricity consist of Bangkanai, South Sumatra Block, Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia Office, Singapore Office, Jakarta Office, and Corridor.
	g	List of assets	The list of assets in 2023 that consume energy from purchased electricity consist of Palembang Office, Bangkanai, South Sumatra Block, Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Singapore Office, Jakarta Office, and Corridor.
	h	Justification on the increase in purchased electricity consumption	Implementation of electrification projects in Oman, South Sumatra Block, and Bangkanai.
	i	Justification on the increase in energy intensity	Higher compressors fuel gas consumption in Corridor as well as lower production in several assets as a result of natural decline.

GRI 302: Energy - Power[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2021	2022	2023
GRI 302-1	Energy	Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources, in gigajoules, and including fuel types used	15,275,315.84[a]	24,309,197.20[b]	25,226,144.25[b,f]
				• Gasoline • Diesel • Natural gas		
			b. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used	8.88[a,c]	322.02[b,d,g]	570.08[b,e,h]
				Biodiesel (B30)	• Biodiesel (B30) • Solar energy	• Biodiesel (B30) • Biodiesel (B35) • Solar energy
			c. In gigajoules, the total:			
			i. Electricity consumption;	3,134.81[a]	6,806.03[b]	6,070.45[b]
			ii. Heating consumption;	-	-	-
			iii. Cooling consumption;	-	-	-
			iv. Steam consumption	-	-	-
			d. In gigajoules, the total:			
			i. Electricity sold;	5,738,838.39[a,i]	9,925,642.40[b,i]	10,132,680.47[b,i]
			ii. Heating sold;	-	-	-
			iii. Cooling sold;	-	-	-
			iv. Steam sold	-	-	-
			e. Total energy consumption within the organization, in gigajoules	9,539,621.14[a]	14,390,682.85[b,j]	15,100,104.31[b,k]
			f. Standards, methodologies, assumptions, and/or calculation tools used	• The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 • ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals		
			g. Source of the conversion factors used	Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006		
GRI 302-3	Energy	Energy intensity	a. Energy intensity ratio for the organization	5.97[a]	5.21[b]	5.36[b]
			b. Organization-specific metric (the denominator) chosen to calculate the ratio	GJ/MWh (Gigajoules per Megawatt-hour)		
			c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all	Fuel (renewable and non-renewable) and electricity		
			d. Whether the ratio uses energy consumption within the organization, outside of it, or both	Within the organization		

[1] Additional remarks for GRI 302: Energy - Power can be found on page 14.

Additional Remarks for GRI 302: Energy - Power

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 302-1 and 302-3	a	List of assets	The list of assets in 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, and Dalle Energi Batam.
	b	List of assets	The list of assets in 2022 and 2023 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, Pembangkitan Pusaka Parahiangan, and Medco Power Indonesia Head Office.
	c	List of assets	The list of assets in 2021 that consumed renewable fuel: Energi Prima Elektrika.
	d	List of assets	The list of assets in 2022 that consumed renewable fuel: Energi Listrik Batam, Mitra Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, and Pembangkitan Pusaka Parahiangan.
	e	List of assets	The list of assets in 2023 that consumed renewable fuel: Energi Listrik Batam, Multidaya Prima Elektrindo, Mitra Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, and Pembangkitan Pusaka Parahiangan.
	f	Justification on significant increase in non-renewable energy consumption within the organization in 2023	The significant increase in non-renewable energy consumption is mainly due to increasing amount of electricity production and operational hours in 2023 compared to 2022 which resulted in the increase of natural gas consumption.
	g	Justification on significant increase in renewable energy consumption within the organization in 2022	The significant increase in renewable energy consumption is mainly due to increasing biofuel and solar panel usage in additional and existing operational assets.
	h	Justification on significant increase in renewable energy consumption within the organization in 2023	The significant increase in renewable energy consumption is mainly due to increasing biofuel and solar panel usage as well as the utilization of Biodiesel (B35) starting in 2023.
	i	Explanation on electricity production and electricity sold	The actual production in Energi Listrik Batam, Mitra Energi Batam, Dalle Energi Batam, and Medco Ratch Power Riau were the total amount of electricity produced by the engine and sold to the third-party (PLN), while in Multidaya Prima Elektrindo, Energi Prima Elektrika, Bio Jatropha Indonesia, and Pembangkitan Pusaka Parahiangan, the actual production contains electricity sold to third-party and internal consumption.
	j	Justification on significant increase in energy consumption within the organization in 2022	The significant increase in energy consumption is mainly due to addition in operational assets. Hence, the amount of electricity production were also increasing in 2022 followed by the increase in energy consumption.
	k	Justification on significant increase in energy consumption within the organization in 2023	The significant increase in energy consumption is mainly due to increasing amount of electricity production and operational hours in 2023 compared to 2022 which resulted in the increase of natural gas consumption.

GRI 305: Emissions - Oil & Gas[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2021**	2022**	2023**
GRI 305-1	Emissions	Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent*	Oil & Gas	4,605,470.28[a]	4,345,147.09[a]	4,223,200.48[a,b]
				JOB Tomori[2]	92,398.12	97,332.78	79,542.55[3]
			b. Breakdown of gross direct (Scope 1) GHG emissions by type of source for Oil & Gas				
			i. Gross direct (Scope 1) GHG emissions from combustion;	Oil & Gas	4,228,194.38	3,902,450.95	3,835,109.15[c]
			ii. Gross direct (Scope 1) GHG emissions from flaring;	Oil & Gas	270,897.20	340,562.46	317,246.99[d]
			iii. Gross direct (Scope 1) GHG emissions from venting;	Oil & Gas	30,302.58	31,308.86	28,092.93[e]
			iv. Gross direct (Scope 1) GHG emissions from process (feedstock) emissions;	Oil & Gas	2,165.63	1,439.19	2,154.81[f]
			v. Gross direct (Scope 1) GHG emissions from fugitives	Oil & Gas	73,910.48	69,385.62	40,596.59[g]
			c. Gases included in the calculation	Oil & Gas	CO_2, CH_4, N_2O, HFCs		
			d. Gross direct and percentage of gross direct (Scope 1) GHG emissions from CH_4 for Oil & Gas				
			i. Gross direct (Scope 1) GHG emissions from CH_4 in metric tons of CO_2 equivalent;	Oil & Gas	132,405.84[a]	134,408.39[a]	98,520.42[a,h]
			ii. Percentage of gross direct (Scope 1) GHG emissions from CH_4	Oil & Gas	2.87%	3.09%	2.33%
			e. Biogenic CO_2 emissions in metric tons of CO_2 equivalent	Oil & Gas	3,724.06[a]	7,935.30[a]	18,887.01[a,i]
			f. Base year for the calculation, if applicable, including:				
			i. The rationale for choosing it;	Oil & Gas	MedcoEnergi has selected 2019 as our base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.		
			ii. Emissions in the base year;	Oil & Gas	5,419,585.82 tCO_2e		
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas	Not applicable		

*) Notes:
- Source of emissions for combustion includes stationary combustion, mobile combustion, thermal oxidizer, incinerator, and waste heat boiler from MedcoEnergi Air and GHG Emission Calculation Tool
- Source of emissions for venting includes venting from storage tanks, loading operations, workover activity, and specific venting emissions from pneumatic devices and chemical injection pump from MedcoEnergi Air and GHG Emission Calculation Tool
- Source of emission for process (feedstock) includes dehydration and sulphur recovery unit from MedcoEnergi Air and GHG Emission Calculation Tool
- Source of emissions for fugitive emissions includes fugitive emissions of CO_2 and CH_4, fugitive emissions of HFCs, and aerobic waste water treatment from MedcoEnergi Air and GHG Emission Calculation Tool

1 Additional remarks for GRI 305: Emissions - Oil & Gas in 2023 can be found on page 18-19.
2 Joint Operating Body Pertamina – Medco E&P Tomori Sulawesi (JOB Tomori) is a non-operating asset, therefore the numbers reflect 30% MedcoEnergi's working interest and these numbers are not assured by KAP PSS - EY.
3 Emissions reduction in 2023 was the result of operational improvement: the acid gas was directed to Wet Sulfuric Acid (WSA) process and was utilised for sulfuric acid, while before 2023, the acid gas was directed to flare system to reduce the opacity.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2021**	2022**	2023**
			g. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Oil & Gas	Source of emissions factors: Internal calculation with reference to American Petroleum Institute (API) Compendium 2009, United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42) and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006. Source of GWP rates: IPCC Fourth Assessment Report		
			h. Consolidation approach for emissions	Oil & Gas	Operational control		
			i. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	• API Compendium 2009 • US EPA AP-42 • IPCC Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 • The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 • EPA Mandatory Greenhouse Gas Reporting 2016 • US EPA Greenhouse Gas Inventory Guidance 2016 • ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals • James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019		
GRI 305-2	Emissions	Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent	Oil & Gas	17,709.67[j]	24,390.27[k]	26,354.18[l,m]
			b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent	Oil & Gas	Not applicable for MedcoEnergi operating countries.		
			c. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all	Oil & Gas	CO_2		
			d. Base year for the calculation, if applicable, including:				
			i. The rationale for choosing it;	Oil & Gas	MedcoEnergi has selected 2019 as our base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.		
			ii. Emissions in the base year;	Oil & Gas	587.62 tCO_2e		
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas	Not applicable		
			e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Oil & Gas	**2021[n]:** Source of emissions factors: • API Compendium 2009 • Indonesia: GHG Emissions Factor of Electricity System Year 2019, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia • Oman and Malaysia: The International Financial Institution (IFI) Dataset of Default Grid Factors v.3.0, United Nations Framework Convention on Climate Change (UNFCCC) • Thailand: CO_2 Emissions per kilowatt-hour (kWh), Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand • Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2021**	2022**	2023**
					2022[n]: Source of emissions factors: • API Compendium 2009 • Indonesia: GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia • Oman and Malaysia: The IFI Dataset of Default Grid Factors v.3.0, United Nations Framework Convention on Climate Change (UNFCCC) • Thailand: CO_2 Emissions per kWh, Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand • Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore **2023:** Source of emissions factors: • API Compendium 2009 • Indonesia: GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia • Oman: The IFI Dataset of Default Grid Factors v.3.0, United Nations Framework Convention on Climate Change (UNFCCC) • Thailand: CO_2 Emissions per kWh, Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand • Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore			
			f. Consolidation approach for emissions	Oil & Gas	Operational control		
			g. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	• API Compendium 2009 • The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 • ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals		
GRI 305-4	Emissions	GHG emissions intensity	a. GHG emissions intensity ratio for the organization				
			i. Scope 1;	Oil & Gas	291.13[a]	289.44[a]	314.49[a,b,o]
				JOB Tomori[1]	104.48	95.27	71.13
			ii. Scope 1 + Scope 2	Oil & Gas	292.25[a,j]	291.07[a,k]	316.45[a,b,l,m,o]
			b. Organization-specific metric (the denominator) chosen to calculate the ratio	Oil & Gas	tCO_2e/1,000 TOE HC product (tonnes of carbon dioxide equivalent per 1,000 Tonnes of Oil Equivalent of Hydrocarbon product)		
			c. Types of GHG emissions included in the intensity ratio; whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Oil & Gas	• Direct (Scope 1) GHG emission sources • Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources		
			d. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all	Oil & Gas	CO_2, CH_4, N_2O, HFCs		

[1] Joint Operating Body Pertamina – Medco E&P Tomori Sulawesi (JOB Tomori) is a non-operating asset, therefore the numbers reflect 30% MedcoEnergi's working interest and these numbers are not assured by KAP PSS - EY.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2021***	2022****	2023****
GRI 305-7	Emissions	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	a. Significant air emissions, in tonnes, for each of the following:				
			i. NO_x (tonne/year);	Oil & Gas	5,607.75[a]	5,702.07[a]	5,958.34[a,p]
			ii. SO_x (tonne/year);	Oil & Gas	765.45[a]	697.63[a]	698.37[a]
			iii. Persistent organic pollutants (POP);	Oil & Gas	Not applicable		
			iv. Volatile organic compounds (VOC, tonne/year);	Oil & Gas	1,430.28[a]	2,032.69[a]	1,289.48[a, q]
			v. Hazardous air pollutants (HAP);	Oil & Gas	Not applicable		
			vi. Particulate matter (PM, tonne/year);	Oil & Gas	225.63[a]	246.03[a]	261.50[a,r]
			vii. Other standard categories of air emissions identified in relevant regulations	Oil & Gas	Not available		
			b. Source of the emissions factors used	Oil & Gas	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42).		
			c. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	• API Compendium 2009 • US EPA AP-42 • The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 • ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals • Minister of Environment of the Republic of Indonesia Regulation Number 12 Year 2012 regarding Guidelines for Calculation of Emissions for Oil and Gas Industry Activities		

Additional remarks for GRI 305: Emissions - Oil & Gas in 2023

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1, 305-2, and 305-4 (2021-2023)	**	Scope of assurance	MedcoEnergi has recalculated and restated 2019 (disclosed as base year emissions in this Report), 2020, and 2021 Oil & Gas data, please refer to 2022 Sustainability Report page 93 on the reason for restatement. KAP PSS - EY has provided independent limited assurance on the data (excluding JOB Tomori). For independent limited assurance on 2019, 2020, and 2021 data prior to restatement, please refer to KAP PSS - EY's independent limited assurance statements for the years 2019, 2020, and 2021, respectively, on MedcoEnergi's website.
GRI 305-7 (2021)	***	Scope of assurance	MedcoEnergi has recalculated 2021 disclosures for GRI 305-7: Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions for Oil & Gas and the values are not assured by KAP PSS - EY. MedcoEnergi used the same methodologies and tools used during the calculation process in 2021 to calculate the GRI 305-7: Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions disclosures.
GRI 305-7 (2022-2023)	****	Scope of assurance	KAP PSS - EY has provided independent limited assurance on the data. For independent limited assurance on 2021 data, please refer to KAP PSS - EY's independent limited assurance statement for the year 2021 on MedcoEnergi's website.
GRI 305-1, 305-4, and 305-7	a	Scope of assets	The list of assets — **International**: Oman and Thailand; **Domestic**: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang, Madura Offshore, Corridor, and Jakarta Office. Corridor acquisition completed in March 2022. Emissions from Corridor is included from 2019 as MedcoEnergi's Emission base year started in 2019.
	b	Justification for the decrease in Scope 1 GHG emissions	Lower due to operational improvements, GHG emission reduction projects, and natural production decline from several assets.

GRI	Asterisk	Remarks	Statement from MedcoEnergi
	c	Justification for the decrease in Scope 1 GHG emissions from combustions	Lower due to implementation of fuel optimization projects and natural production decline from several assets.
	d	Justification for the decrease in Scope 1 GHG emissions from flaring	Lower due to implementation of flare reduction projects and less non-routine activities in Lematang (acid fracturing) and Block A.
	e	Justification for the decrease in Scope 1 GHG emissions from venting	Lower due to implementation of venting reduction projects, lower drilling activities in Thailand and lower condensate production in Corridor.
	f	Justification for the increase in Scope 1 GHG emissions from process (feedstock)	Higher production in Lematang as a results of acid fracturing in Q3 2022 and higher demand in 2023.
	g	Justification for the decrease in Scope 1 GHG emissions from fugitive	Lower due to facility footprint optimization and fugitive emission adjustment in South Sumatra Block and Rimau with reference to API Compendium 2009.
	h	Justification for the decrease in methane emissions	Lower flaring due to less non-routine activities in Lematang and Block A, methane emission reduction efforts, natural production decline, and fugitive emission adjustment in South Sumatra Block and Rimau with reference to API Compendium 2009.
	i	Justification for the increase in biogenic CO_2 emissions	Domestic assets started using Biodiesel (B35) in 2023.
GRI 305-2 and GRI 305-4	j	List of assets	The list of assets in 2021 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia Office, Singapore Office, Jakarta Office, and Corridor.
	k	List of assets	The list of assets in 2022 that consume energy from purchased electricity consist of Bangkanai, South Sumatra Block, Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia Office, Singapore Office, Jakarta Office, and Corridor.
	l	List of assets	The list of assets in 2023 that consume energy from purchased electricity consist of Palembang Office, Bangkanai, South Sumatra Block, Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Singapore Office, Jakarta Office, and Corridor.
	m	Justification for the increase in Scope 2 GHG emissions	Implementation of electrification projects in Oman, South Sumatra Block, and Bangkanai.
	n	Addition of emission factor from API Compendium 2009 in 2021-2022 data	Addition of emission factor reference for Scope 2 GHG emissions (purchased electricity).
GRI 305-4	o	Justification for the increase in GHG emissions intensity Scope 1 and Scope 1+2	Higher GHG emissions intensity due to lower production in several assets as a result of natural production decline.
GRI 305-7	p	Justification for the increase in NO_x emissions	Higher due to higher compressors fuel gas consumption in Corridor.
	q	Justification for the decrease in VOC emissions	Lower due to fugitive emission adjustment in South Sumatra Block and Rimau with reference to API Compendium 2009.
	r	Justification for the increase in PM emissions	Higher due to higher compressors fuel gas consumption in Corridor.

GRI 305: Emissions - Power[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2021	2022	2023
GRI 305-1	Emissions	Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent	857,807.80[a]	1,365,141.13[b,c]	1,416,624.90[b,d]
			b. Gases included in the calculation	CO_2, CH_4, N_2O		
			c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent	0.86[a]	4.60[b]	14.59[b,e]
			d. Base year for the calculation, if applicable, including:			
			i. The rationale for choosing it;	Not applicable		
			ii. Emissions in the base year;			
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions			
			e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Source of emissions factors: • Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012 • Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 Source of GWP rates: IPCC Fourth Assessment Report		
			f. Consolidation approach for emissions	Operational control		
			g. Standards, methodologies, assumptions, and/or calculation tools used	• The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 • ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals • Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012		
GRI 305-2	Emissions	Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent	818.53[f]	1,760.47[g,h]	1,565.65[g,i]
			b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent	Not applicable for MedcoEnergi operating countries.		
			c. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all	CO_2		
			d. Base year for the calculation, if applicable, including:			
			i. The rationale for choosing it;	Not applicable		
			ii. Emissions in the base year;			
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions			
			e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GHG Emissions Factor of Electricity System Year 2019, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia	GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia	
			f. Consolidation approach for emissions	Operational control		
			g. Standards, methodologies, assumptions, and/or calculation tools used	• The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 • ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals		

[1] Additional remarks for GRI 305: Emissions - Power can be found on page 22.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2021	2022	2023
GRI 305-4	Emissions	GHG emissions intensity	a. GHG emissions intensity ratio for the organization			
			i. Scope 1;	0.54[a]	0.49[b]	0.50[b]
			ii. Scope 1 + Scope 2	0.54[a,f]	0.50[b,g]	0.50[b,g]
			b. Organization-specific metric (the denominator) chosen to calculate the ratio	tCO_2e/MWh (tonnes of carbon dioxide equivalent per Megawatt-hour)		
			c. Types of GHG emissions included in the intensity ratio; whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	• Direct (Scope 1) GHG emission sources • Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources		
			d. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all	CO_2, CH_4, N_2O		
GRI 305-7	Emissions	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	a. Significant air emissions, in tonnes, for each of the following:			
			i. NO_x (tonne/year);	2,973.26[j]	4,416.51[k]	7,315.50[k]
			ii. SO_x (tonne/year);	414.76[j]	136.11[k]	172.30[k]
			iii. Persistent organic pollutants (POP);	Not applicable		
			iv. Volatile organic compounds (VOC, tonne/year);	Not applicable		
			v. Hazardous air pollutants (HAP);	Not applicable		
			vi. Particulate matter (PM, tonne/year);	216.50[j]	336.27[k]	523.01[k]
			vii. Other standard categories of air emissions identified in relevant regulations	Not available		
			b. Source of the emissions factors used	Not applicable		
			c. Standards, methodologies, assumptions, and/or calculation tools used	Minister of Environment and Forestry of the Republic of Indonesia Regulation Number 15 Year 2019 regarding Emission Quality Standards for Thermal Power Plants		

Additional remarks for GRI 305: Emissions - Power

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1 and 305-4	a	Scope of assets	The list of assets in 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, and Dalle Energi Batam.
	b	Scope of assets	The list of assets in 2022 and 2023 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, Pembangkitan Pusaka Parahiangan, and Medco Power Indonesia Head Office.
	c	Justification for the significant increase in Scope 1 GHG emissions in 2022	The significant increase in Scope 1 GHG emissions in 2022 is mainly due to addition in operational assets. Hence, the increase in the electricity production in 2022 was followed by the increase in Scope 1 GHG emissions.
	d	Justification for the significant increase in Scope 1 GHG emissions in 2023	The significant increase in Scope 1 GHG emissions in 2023 is mainly due to increasing amount of electricity production and operational hours in 2023 compared to 2022 followed by the increase of fuel consumption from natural gas and Scope 1 GHG emissions.
	e	Justification for the significant increase in biogenic CO_2 emissions	The significant increase in biogenic CO_2 emissions is due to Biodiesel (B35) usage starting in 2023.
GRI 305-2 and 305-4	f	List of assets	The list of assets in 2021 that produced Scope 2 GHG emissions consist of Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, and Dalle Energi Batam.
	g	List of assets	The list of assets in 2022 and 2023 that produced Scope 2 GHG emissions consist of Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, Pembangkitan Pusaka Parahiangan, and Medco Power Indonesia Head Office.
	h	Justification on significant increase in Scope 2 GHG emissions in 2022	The total Scope 2 GHG emissions in 2022 includes imported electricity in Energi Listrik Batam, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, and Pembangkitan Pusaka Parahiangan which were directly imported from PLN Grid. The imported electricity were mainly used for asset's operations when there was an engine shutdown/breakdown.
	i	Justification on significant decrease in Scope 2 GHG emissions in 2023	The significant decrease in Scope 2 GHG emissions is mainly due to less unplanned outages at operational assets followed by decrease in imported electricity and Scope 2 GHG emissions.
GRI 305-7	j	List of assets	The list of assets in 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, and Dalle Energi Batam.
	k	List of assets	The list of assets in 2022 and 2023 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, and Medco Ratch Power Riau.

08 Creating Opportunities for Communities

GRI 203: Indirect Economic Impacts

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2021	2022	2023
GRI 203-1	Indirect Economic Impacts	Infrastructure Investments and Services Supported	a. Extent of development of significant infrastructure investments and services supported	Information provided on the Investments in Infrastructure table in 2023 MedcoEnergi Sustainability Report on page 140-141.		
			b. Current or expected impacts on communities and local economies, including positive and negative impacts when relevant	Investments in infrastructure in MedcoEnergi covers among others: • Road and bridge rehabilitation or development which brings better and extended access for local communities. • Public facilities construction or renovation for mosques, schools, parks, solar street lamps, water wells, housing for vulnerable groups, sports facilities and vehicle support. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.	Investments in infrastructure in MedcoEnergi covers among others: • Road and bridge rehabilitation or development which brings better and extended access for local communities. • Public facilities construction or renovation for mosques, schools, parks, solar street lamps, water wells/clean water facility, housing for vulnerable groups, farming facilities, sports facilities and vehicle support. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.	Investments in infrastructure in MedcoEnergi covers among others: • Road and bridge rehabilitation or development which brings better and extended access for local communities. • Public facilities construction or renovation for mosques, schools, parks, solar street lamps, water wells/clean water facility, housing for vulnerable groups, farming facilities, sports facilities and vehicle support. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.
			c. Whether these investments and services are commercial, in-kind, or pro bono engagements	All investments in infrastructure are in-kind.		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2021	2022	2023
GRI 203-2	Indirect Economic Impacts	Significant Indirect Economic Impacts	a. Examples of significant identified indirect economic impacts of the organisation, including positive and negative impacts	**2021:** Information on the Social Return on Investment (SROI) Report result in South Natuna Sea Block B on Digital-based Smart School Program to support the distance learning activities in 4 schools in Anambas Regency in 2021 is provided in 2021 Sustainability Report on page 97. **2022:** Information on the Social Return on Investment (SROI) Report result in South Natuna Sea Block B on Digital-based Smart School Program to support the distance learning activities in 5 schools in Anambas Islands Regency in 2022 and Thailand's Preparatory and Knowledge Increase Project are provided in 2022 MedcoEnergi Sustainability Report on page 116-117. **2023:** Information on the Social Return on Investment (SROI) Report result on three programs in South Natuna Sea Block B and two programs in Thailand listed below are provided in 2023 MedcoEnergi Sustainability Report on page 160-162: 1. Anambas Centre for Fish Seeds (*Balai Benih Ikan Anambas*/BBIA) in 13 villages to improve the local economy through the sustainable aquaculture of groupers. The program include creating a market for fish seeds and enhancing local capacities. 2. Food Security Programme (*Program Ketahanan Pangan*) through capacity building in five villages aims to reduce reliance on food imports, stabilise prices, and curb inflation. 3. Tourism Village Programme at Pengeran Island in Belibak Village aimed to enhance local tourism by providing tourist accomodation, supporting tourist communities, capacity-building for residents, and development of tourism infrastructure. 4. Mangrove Conservation and Rehabilitation Project in Lang Suan District, Chumphon Province which improves local natural resources, local climate, ecotourism, and food security for local community. 5. The Sensory Room Project at Chumphon Panyanukul School which improves concentration and sensory system for students with intellectual disabilities.		
			b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2021 MedcoEnergi Sustainability Report Chapter 8 - Creating Opportunity for Communities page 97.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2022 MedcoEnergi Sustainability Report Chapter 8 - Creating Opportunity for Communities page 117 and 120.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2023 MedcoEnergi Sustainability Report Chapter 8 - Creating Opportunity for Communities page 160-162.

Investments in Infrastructure[1] (GRI 203-1)

No.	Operations	2021	USD	2022	USD	2023	USD
1	Oman	-	-	-	-	-	-
2	Block A	• Mosque Renovation & Facilities Support • School Facility Renovation & Support • Road & Bridge Rehabilitation • Sport Facility Rehabilitation • Public Facility Renovation & Support • Village Street Lighting Assistance • Recitation Hall • Housing Construction for Vulnerable Group • Community Activity Facility Support • Drilling Water-Well for Farming Program	388,331	• Mosque Renovation • School Facilities Renovation • Street Lighting Support • Social & Public Facilities Rehabilitation Support • Farming Facilities Support • Road Rehabilitation • Cleaned Water Facilities • *Ruang Bermain Ramah Anak* (RPTRA) Construction Support • Housing Construction for Vulnerable Group	429,856	• Mosque Renovation • School Facilities Renovation • Cleaned Water Drilled Water • Social Facilities Rehabilitation Support • Public Facilities renovation • Road Rehabilitation Support • Street Lighting Support • House Renovation Support • House Construction for Vulnerable Group • River Normalization	108,858
3	South Sumatra Block	• Road Rehabilitation • Mosque Renovation • School Facilities • Sport Facility Rehabilitation & Support • Water Well Drilling • Garbage Warehouse • Village Production House & Parking Area Rehabilitation • Job Training Hall (*Balai Latihan Kerja*) Musi Banyuasin Renovation • Public & Social Facility Renovation • Environment Vehicles Support	104,019	• Road & Bridge Rehabilitation • School Facilities • Mosque Renovation • Sport Facilities Support • Clean Water Facilities • Vocational Center Facilities Support • Public & Social Facility Renovation	132,128	• Village Road Rehabilitation & Maintenance • Community Activities Facility Support • Mosque Renovation • Public Facility Rehabilitation • Social Facility Support • Bridge Rehabilitation	117,581
4	Rimau	• Road & Bridge Rehabilitation • Tunnel Rehabilitation • Mosque Renovation • School Facilities • Sport Facility Rehabilitation • Clean Water Well • Public & Social Facility Renovation	17,142	• Road & Bridge Rehabilitation • School Facilities • Mosque Renovation • Sport Facilities Support • Clean Water Facilities • Vocational Center Facilities Support • Public & Social Facility Renovation	34,066	• Public Facility Rehabilitation • Campground Construction • Mosque Renovation Support	23,402
5	South Natuna Sea Block B	• Dompak Public Park • Geopark Natuna • Electricity Program (PJUTS) • Distance Learning Infrastructure	113,219	• Solar Powered Street Lighting • Electricity Program for Vulnerable Families • Construction of *Ruang Publik Terpadu Ramah Anak* (RPTRA) • Village Hall Renovation • Construction of Community Learning Center (*Rumah Pintar*)	68,640	• Soccer Field Revitalization • PJUTS Program Support • Electrical for Vulnerable	33,748
6	Lematang	• Road and Bridge Rehabilitation • Mosque Renovation & Support • School Facilities • Water Well Drilling • Public & Social Facility Renovation & Support	46,532	• Road & Bridge Rehabilitation • Mosque Renovation • School Facilities • Social & Public Facilities Support	24,738	• Clean Water Well • *Pos Layanan Terpadu/* POSYANDU facility Support • Mosque Renovation Support • Public Facility Rehabilitation Support • Health Facility Support Clean Water Well	9,308

[1] These investments are for 100% participating interest.

No.	Operations	2021	USD	2022	USD	2023	USD
7	Tarakan	• Road Rehabilitation • Mosque Renovation • Children Park Construction • Learning Center Facility Improvement • *Desa Proklim (Program Kampung Iklim)* Facility Support	5,540	• Mosque/Church Renovation • Road Rehabilitation • Social Facility Renovation (*Pos kamling*) • School Facilities Renovation	1,727	• Mosque Renovation Support • Social Facility Renovation Support (*Rumah Adat Baloy*) • Road Rehabilitation Support • TISKEBAL (*Taman Industri Sampah*) Facility Renovation • Church Renovation Support • POSYANDU Facility Support • Waste Program Facility Support • Sport Facility Support • Public Facility Renovation Support	9,584
8	Bangkanai	• Road & Bridge Rehabilitation • School Construction	203,368	• Tourism Area Construction & Kids Playground • Bridge Construction • Social Facility Construction • Mosque Renovation • Drinking Water Facility Construction	81,482	• Luwe Hulu Tourist Village Development • Water Storage Tank Renovation • River Crossing Ferry Construction • Mosque Renovation	52,251
9	Madura Offshore	• Road Rehabilitation • School Facilities Renovation & Support • Sport Facilities Support • Public Facilities Renovation • Mosque Facilities Rehabilitation • Rescuer Vehicles (*Mobil Siaga Desa*)	65,074	• Construction of Public Toilet and Mosque • Sea Parry Construction • Road & School Yard Rehabilitation • Drainage Canals Construction • Street Lighting • Clean Water Facilities	39,453	-	-
10	Sampang	• Road & Bridge Rehabilitation • Street Lighting Installation • Security Post Construction • Public Toilet Construction • City Park Construction • Well Drilling for Irrigation	66,467	• Mosque Facility Rehabilitation • Public Toilet Construction • Water Canal Construction • Road Rehabilitation • Water Well Drilling • Sports Facility, Street Lighting, Folding Ladder • Emporium Plaza Construction in Trunojoyo Monument Park	59,529	City Square Reading Park Construction	34,628
11	Thailand	• Public Facilities for Selling Food Product • Blue Crab Bank Building	4,389	• School Roof Replacement • Children Centre Renovation Support • School Facilities Support • Pavillions for Local Food Business	16,758	-	-
12	Corridor	-	-	Public & Social Facilities Support	10,976	Cleaned Water Drilled Well for Community	6,364
	Subtotal Oil & Gas		**1,014,081**		**899,352**		**395,723**

No.	Operations	2021	USD	2022	USD	2023	USD
13	Power	• Road Improvement • Public Facilities Support	17,869	• Housing Support for Vulnerable People • Public Facilities Support • Electricity Support for Vulnerable People • Mosque/Church Renovation	5,777	• Support the Construction of Mushola, Mosque and Posyandu • Church Renovations • Waterwell at SMPN 8 Tualang • Village Road Maintenance • Donation on Electricity Installation for the Underprivileged Communities, Church and Mosque Development • Donation for Mosque and Other Public Facilities Construction • Donation to Renovate Praying Room at Kapolsek Takokak Office	10,563
	Subtotal Power		**17,869**		**5,777**		10,563
	Total		**1,031,951**		**905,129**		**406,286**

GRI 413: Local Communities

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2021	2022	2023
GRI 413-1	Local Communities	Operations with local community engagement, impact assessments, and development programs[1]	a. Percentage of operations with implemented local community engagement, impact assessments and or development programs, including the use of: i. Social impact assessments, including gender impact assessments, based on participatory processes; ii. Environmental impact assessments and ongoing monitoring; iii. Public disclosure of results of environmental and social impact assessments; iv. Local community development programs based on local communities' needs; v. Stakeholder engagement plans based on stakeholder mapping; vi. Broad-based local community consultation committees and processes; vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts. viii. Formal local community grievance processes.	Oil & Gas: 100% Power: 83.33%	Oil & Gas: 100% Power: 91.67%	Oil & Gas: 100% Power: 100%

[1] The operations included in the calculations are all MedcoEnergi operations excluding Jakarta Head Office, Singapore Office, Medcopower Servis Indonesia, Medco Solar Bali Barat. Mitra Energi Batam and Dalle Energi Batam are operated under the same management which has joint local communities program, and are regarded as one entity in the calculations.

Sustainable Livelihood & Community Development[1] (GRI 413-1)

No.	Operations	2021	USD	2022	USD	2023	USD
1	Oman	-	-	Sponsorship young talent to participate Areei Distinguished Services LLC	779	-	-
2	Block A	• Learning Center Program • Village Learning Center Facilities Support • Sewing Program Facilities • Students Scholarship • Program Facilitator • Organic Farming Program (training & mentoring) • Horticulture Program (training & mentoring) • Cassava Cultivation Program • Catfish Farming Program	113,470	• Community Learning Center Program • Program Facilitator • Students Scholarship • Horticulture and Cultivation Program (ginger, chilli, banana, papaya, nilam and corn) • Organic Farming Support Program (training, facilitator, facilities and monitoring) • Honey Bee Cultivation Program • Pond Fish Program	132,621	• Community Learning Center (*Rumah Pemberdayaan Ibu & Anak*) • Refrigeration Business Equipment Support • Farming Development Program (facilitator, facilities, training) • Chicken Cultivation Program • Goat Farming Program • Oyster Mushroom Cultivation • Oil Palm Cultivation Support • Cake & Bakery Business Support • Horticulture and Cultivation Program (ginger, chilli, banana, corn, etc) • Pond Fishery Program • Duck Farming Program Support • Car Wash Business Support • Fishing Group Program Support • Sewing Group Program Support • Local Economic Development Support • Students Scholarship • Social & Stakeholder Mapping	91,587
3	South Sumatra Block	• Duck Farming Program • Organic Vegetable & Herb Medicine Program • SME Program • Fish Farming Program (*Lebak Lebung*) • Social Impact Study	19,305	• Local Processed Fish Business Support • Workshop & Study on Pipelines Impacts • Fishery Program (Pond Fish & *Lebak Lebung*) • Local Catering Business Support • Food Resilience Support Program • Program Facilitator	33,499	• Football Coaching Clinic • SME Development Training for Fisheries Group • MSME Stakeholders Support Program • Green Program (fruit trees) • Food Security Program • Goat Farming Program • Employment Program - Collaboration with Muba Disctrict Government • Social & Stakeholder Mapping/Study	38,803

[1] These investments are for 100% participating interest.

No.	Operations	2021	USD	2022	USD	2023	USD
4	Rimau	• Gambo-Based *Jumputan* Development Program • Catfish Program • Moringa Cultivation Program • Mechanical Training • Job Training Progam (Kab. Musi Banyuasin Joint Program) • *Lebak Lebung* - Based Community Program	24,577	• Small Business Enterprise Development Program • Program Facilitator • Herb Medicine Program • Fishery Program (fish feed and *lebak lebung*)	25,077	• Football Coaching Clinic & Sport Program • Green Program • Solar Cell Program Support • Farming Program • Herbal Program • Fishery Program • Vocational Training Program	43,624
5	South Natuna Sea Block B	• Grouper Farming Program • Environment Based School (*Sekolah Adiwiyata*) • Scholarship Program • Teacher Training • Students Scientific Paper • Village Management Capacity Building • Coral Reef Transplant	63,083	• University Students Scholarship • Teacher Training - Distance Learning • Distance Learning Tools Support • Stunting Prevention Program • Environmental Sanitation Program • Grouper Cultivation Program • Support for Smes Market Development • Food Resilience Support Program • Pangeran Island Development • Coral Reef Transplants Program • Household Waste Management Program • Mangrove Nurseries Program • Village Disaster Mitigation Program • Development of Ecotourism Based on Raflesia Patma Flower • Social Mapping Study & Community Strategic Plan Formulation	297,715	• Undergraduate Students Scholarship • Stunting Program • Food Security Support Program • Grouper Cultivation Program • Ecotourism Development Program • Household Waste Management Program • Evaluation Program Study • Social & Stakeholder Mapping • Environmental Sanitation Program • Market Development and Diversification MSME Products • *Adiwiyata* School Program • Literation Program for *Perpustakaan Daerah*	168,167
6	Lematang	• Social Mapping & SROI Study • Stunting Prevention Program • Forest Area Conservation and Fire Prevention Training • Environmental Program Support	23,512	• Program Facilitator • Small Business Support • Tourism Village Development Support • Tree Seeds Planting - Green Program • Forest Fire Prevention Socialization	13,197	• Football Coaching Clinic • Stunting Program • Entrepreneurship Program • Bumdes Business Program Support • Honey Bee Cultivation Facility Support • Organic Vegetable Cultivation Program • Green Program (fruit trees)	21,402

No.	Operations	2021	USD	2022	USD	2023	USD
7	Tarakan	• Mobile Library Activities • E-Commerce Program (SME Program) • Organic Agribusiness Program	26,613	SMEs Product Promotion	525	• North Kalimantan Souvenirs Creativity Training • TISKEBAL - Maggot Program Development • Organic Vegetable Program • Social & Stakeholder Mapping/Study • Farming Training Program • Promotion & Packaging Product Support • PROKLIM Support Facility • Socialization of Upstream Oil and Gas Activities	20,318
8	Bangkanai	• Chicken and Ginger Farming • Swiftlet Farming • Fishpond Nursery • Honey Bee Farming	67,349	• Capacity Building for Village Heads & Officers • Heavy Equipment Training • Health Cadre Capacity Building • Local Economic Development • Revegetation/Green Program	32,844	• Fish Cages & Feed • Village Official Capacity Building on BUMDES Management • Chicken & Fish Farming • Reforestation/ Revegetation Program • Social & Stakeholder Mapping	82,873
9	Madura Offshore	• Capacity Building • MSME Program • Fishermen Equipment Support • Screen Printing Training for Youth Group • Fish Cracker Production Support • Carpenter Equipment Support • Salt-Farmer Program Support • Organic Fertilizer Training • Melon Farmer Training • Farming Equipment Support • Youth Program Support • Woman Group Activity Support • Environment Program	66,579	• Capacity Building • Fisherman Group Capacity Development Program • Farming/Agricultural Business Development Program • MSME Business Development Support • Youth Development Support (automotive repair and *pencak silat*) • Economic Development Program for Fisherman Group • Sakura & Matoa Planting Program • Green Program • Program Facilitator	96,033	• Stunting Program - Capacity Building for Health Cadres • MSME Development Program Based on Local Resources • Program Facilitator • Green Program	162,091
10	Sampang	• Equipment Assistance for Fishermen • Carpentry Equipment Assistance • SME of Tailor Institution Establishment • Catering Unit Business Establishment • Acacia Seed Planting	83,912	• Capacity Building and Fishing Equipment for Fishermen Group • Equipment for Sewing, Pastry and Catering Activities Business • Carpentry Equipment and Community Activities Equipment • Sonokembang and Tabebuya Planting Program • Green Program • Program Facilitator	106,340	• Undergraduate Students Scholarship • Stunting Program • MSME Development Program Based on Local Resources • Local Economic Development • Green Program	153,971

No.	Operations	2021	USD	2022	USD	2023	USD
11	Thailand	Community Well Being Program	34,409	• Green Mussel Farming • Fisheries Support (equipment and boat) • Student Lunch Program Support • Scholarship Support • Earthworm Farming	54,754	• Fish Aggregating Devices (FADs) • Mangrove Forest Conservation Project • Scholarship • Training on Children's Rights, Reducing Bullying in School • Thai General Aptitude Test & Common Subjects Tutorial Online • The SP Thailand Monthly Technical Meeting Program • The Dried Seafood Product for Thribe Children • Sensory Room Phase 2	57,235
12	Corridor	-	-	• Community-Based Educational Institutional & Capacity Building Program • Educational Funding Support (college-level scholarship) • Program Synergy with Muba District Government on Vocational Center Development Program • Nutrition Cadre and Village Health Management Strengthening Program • Rubber Cultivation Program • Local Business Development Program • Upstream Oil & Gas Green Program	328,537	• Teacher Capacity Building and Community Base Education • Scholarship for Undergraduate Students • Youth Integrity Program • Training for *Posyandu* And Nutrition Post Cadres, Providing Additional Health Food and Counselling Support to Families of Stunted Children • Superior Rubber Cultivation Program and Rubber Farmer Groups Development • Self-Reliant and Productive Village Business Development • Mentoring MSMEs in Product Marketing, Institutional Legality and Establishing Collaboration with Nearby Companies • Upstream Oil and Gas Greening Program - Joint Program of SKK Migas and PSCs	386,901
	Subtotal Oil & Gas		**522,810**		**1,121,920**		**1,226,972**
1	Power	Support on Small Enterprise	1,477	• Electricity for the Unfortunate Households • Donation for Vulnerable People (electricity, food, and sewing machine)	10,256	• Donation for Stunting Program • Donation - Food Staple for Destitue Familyin Bondowoso and Banyuwangi • Donation in the Form of Food Staple for Disadvantaged Communitites	8,733
	Subtotal Power		**1,477**		**10,256**		**8,733**
	Total		**524,287**		**1,132,176**		**1,235,705**

Other Programs Sustainable Livelihoods & Community Development[1] (GRI 413-1)

No.	Operations	2021	USD	2022	USD	2023	USD
1	Oman	Miscellaneous Programs	2,598	• Donation of Shaheen Cyclone Affected Staff • Support Shaleem Festival and the Hallaniyat Event	8,314	• Sponsorship of Activities for the Engineering Society at SQU • Participation National Local Sport • Supporting MDM Ride Event • Supporting Greening the Environment	24,657
2	Block A	• Health Program (counselling, service & food assistance) • Covid-19 Handling Support	179,616	• Health Program (socialization, health food support) • Logistic Support for Flood Area • School Facilities Support	67,126	• Basic Food Supplies • Health Program • School Transportation	21,002
3	South Sumatra Block	• Medical Supplies Assistance • Covid-19 Handling Support • Healthy Life Socialization • Forest Fire Management Support • National Disaster Relief • Community Activities Support • Trash Can Support	10,270	• School Supplies Support • Community Social Activities • Vulnerable Support	4,750	Disaster Relief	6,737
4	Rimau	• Covid-19 Handling Support • Transportation Support for Students • Youth Activity Support • Vulnerable Support • Parenting Socialization • Recital Program Support • Literacy Program and Book Donation • Sport Equipment Support • Trash Container Support • National Disaster Relief	16,573	• Health Program (socialization, equipment, service, and COVID-19 vaccination) • Transportation Support for Students • Community Social Activities Support • School Equipment Support • Sport Equipment Support • Food Support for Vulnerable People • Green Program Participation • Waste Management Activities Support • National Disaster Relief	23,304	• Health Program (socialization, sport program) • Transportation Support for Students • Religion Activities Support • Food Supply for Communities Affected by Flooding • Stunting, TBC, Malaria, AIDS Support Program	17,094
5	South Natuna Sea Block B	• National Disaster Relief • Book Donation	16,278	• Earthquake & Flood Relief Program • Support for Vulnerable Group	12,905	Antrophology Students' Scientific Papers Contribution	1,351
6	Lematang	• COVID-19 Handling Support • National Disaster Relief • Webinar on Parenting	6,624	• Health Socialization, Examination & Equipment • Sport Tournament • Fire Fighting Equipment Support	14,075	• Disaster Relief • Community Health Examination • Social Facility Cleaning Support • Trash Bin Support	9,578

No.	Operations	2021	USD	2022	USD	2023	USD
7	Tarakan	COVID-19 Handling Support	3,774	• Tidung Culture Support • Safety Riding Socializaton • Tarakan Literacy & *Kaligrafi* Festival • Health and Stunting Prevention Program (examination, food support, and COVID-19 vaccination) • Garbage Bin and Waste Bank Support	3,163	• Health Program (health socialization, nutritional food & medical tools support) • Sport Program Support • School & Library Facility Support	4,624
8	Bangkanai	• Forest Fire Prevention Socialization • Support to Fire Incident • Support on Communities in Flooding Area	9,079	Forest Fire Prevention Program Support	1,000	-	-
9	Madura Offshore	• COVID-19 Handling Support • Humanity Relief • Religious Activity Facilities Support	20,702	• Community Social Activites Support • Earthquake Relief Program	7,734	-	-
10	Sampang	• Support Equipment for Community Activities • COVID-19 Handling Support • Food Assistance for Community • Humanity Relief	23,732	• Community Social Activities Support • Earthquake Relief Program	21,725	Flood and Drought Relief in Sampang City	2,081
11	Thailand	• Support on Hygiene & Sanitation, Environment, Community, and others • COVID-19 Handling Support	94,093	• National Event Support • Professional Membership • Anti Knock Helmet • Food Support for Vulnerable People • Sport Event Support	23,650	• Ministry of Energy Charity Golf • 150 Sets of First Aid Kits to NFAT • National Journalists Day • Blood Donation for Human Life Event • Donations Due to Disasters • Religious Event • Prince Chumpon Memorial Day • DMF Charity Golf Tournament 2023 • PTIT Annual Dinner 2023 • The Safety Equipment • NFAT Annual General Meeting 2023	24,600
12	Corridor	-	-	National Disaster Relief Program	17,000	-	-
	Subtotal Oil & Gas		**383,789**		**204,745**		**111,723**

[1] These investments are for 100% participating interest.

No.	Operations	2021	USD	2022	USD	2023	USD
	Power	• Public Facilities Support • Donation to Orphanage • Supplement Support for Covid-19 Mitigation	41,966	• Donation to Orphanage • Internship Program • Employee Food and Health Support • Donation Qurban • Donation Independence Day • Self Service Donations • Donation for Religious Event • Community Event Support	62,358	• Donation Qurban • Donation for Independence Day, and Local Regencies/ Institutions Anniversaries • Donation for Religius, Community and Sport Events • Employees Ramadhan Gifts and Orphan Donations • Mangrove Trees Planting and Replanting Pine Trees • National Movement to Care for the Protection of Vulnerable Workers Donation and Electrical Installations People who are Economically Disadvantaged • Elementary School Reading Facilities (provide new books) • Environment	59,151
	Subtotal Power		**41,966**		**62,358**		**59,151**
	Total		**425,754**		**267,103**		**170,874**

GRI 410: Security Practices

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2021	2022	2023
GRI 410-1	Security Practices	Security personnel trained in human rights policies or procedures	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security	Oil & Gas	98.43%	99.34%	99.93%
				Power	100%	100%	100%
			b. Whether training requirements also apply to third-party organizations providing security personnel	Oil & Gas	Human rights policies and procedures training is also applied to third-party security personnel		
				Power			

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09 Empowering Our People, Building a Resilient Business

GRI 102: General Disclosures

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Entities	2021
GRI 102-8	General Disclosure	Information on employees and other workers[1]	a. Total number of employees by employment contract (permanent and temporary), by gender			
			Oil & Gas	Permanent	Female	419
					Male	1,706
				Temporary	Female	2
					Male	43
			Power	Permanent	Female	82
					Male	586
				Temporary	Female	12
					Male	71
			b. Total number of employees by employment contract (permanent and temporary), by region			
			Oil & Gas		**International**	
					Oman	186
					Thailand (Bangkok Office)	44
					Thailand (Bualuang)	39
					Singapore Office	12
					Domestic	
					Block A	155
					South Sumatra Block	158
					Rimau	105
					South Natuna Sea Block B	322
					Lematang	25
					Tarakan	27
					Jakarta Office	1,040
					Bangkanai	40
					Sampang[2]	17
			Power		Medco Power Indonesia Head Office	109
					Pembangkitan Pusaka Parahiangan (Cianjur)	23

[1] Total employees for this disclosure reflect the number of employees on all assets assured by KAP PSS - EY. Employees movement to MedcoEnergi's entities outside the assets assured by KAP PSS - EY is not included in the calculation.
[2] Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Entities	2021
					Bio Jatropha Indonesia (Cianjur)	19
					Medco Cahaya Geothermal (Jakarta)	14
					Mitra Energi Batam & Dalle Energi Batam (Batam)[1]	74
					Energi Listrik Batam (Batam)	48
					Multidaya Prima Elektrindo (Palembang)	22
					Energi Prima Elektrika (Palembang)	23
					Tanjung Jati B (Jepara)	239
					Medco Geothermal Sarulla (Tapanuli Utara)	105
					Medcopower Servis Indonesia (Pekanbaru)	44
					Medcopower Solar Sumbawa (Sumbawa)	8
					Medco Ratch Power Riau (Jakarta Head Office)	23
			c. Total number of employees by employment type (full-time and part-time), by gender			
			Oil & Gas	Full-time	Female	421
					Male	1,749
				Part-time	Female	-
					Male	-
			Power	Full-time	Female	94
					Male	657
				Part-time	Female	-
					Male	-
			d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees			
			Oil & Gas			Project based activities, include Drilling and Engineering, Procurement and Construction (EPC).
			Power			Project based activities, include Engineering, Procurement and Construction (EPC).
			e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries)			
			Oil & Gas			Not Applicable
			Power			
			f. An explanation of how the data have been compiled, including any assumptions made			
			Oil & Gas			The data have been compiled from database and manual compilation.
			Power			

[1] Mitra Energi Batam & Dalle Energi Batam (Batam) are reported under the same management and regarded as one entity in the calculation.

GRI 2-7: Employees

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2022 Total	2023 Total
GRI 2-7	General Disclosure	Employees[1,2]	a. Total number of employees, and a breakdown by gender and region			
			Oil & Gas	**International**		
				Female	49	46
				Male	234	247
				Domestic		
				Female	459	457
				Male	1,860	1,847
			Power	Female	103	114
				Male	704	787
		Region	Oil & Gas	**International**		
				Oman	189	195
				Thailand (Bangkok Office)	51	53
				Thailand (Bualuang)	32	34
				Singapore Office	11	11
				Domestic		
				Block A	158	163
				South Sumatra Block	152	174
				Rimau	96	98
				South Natuna Sea Block B	301	289
				Lematang	22	20
				Tarakan	25	26
				Jakarta Office	1,272	1,250
				Bangkanai	41	42
				Sampang[3]	15	13
				Corridor	237	229
			Power	Medco Power Indonesia Head Office	126	126
				Pembangkitan Pusaka Parahiangan (Cianjur)	23	22
				Bio Jatropha Indonesia (Cianjur)	19	21
				Medco Cahaya Geothermal (Jakarta)	18	29
				Mitra Energi Batam & Dalle Energi Batam (Batam)[4]	69	68
				Energi Listrik Batam (Batam)	49	57
				Multidaya Prima Elektrindo (Palembang)	24	23
				Energi Prima Elektrika (Palembang)	23	26
				Tanjung Jati B (Jepara)	252	224
				Medco Geothermal Sarulla (Tapanuli Utara)	107	105
				Medcopower Servis Indonesia (Pekanbaru)	43	154
				Medcopower Solar Sumbawa (Sumbawa)	10	11
				Medco Ratch Power Riau (Jakarta Head Office)	24	26
				Medco Sumbawa Gas (Sumbawa)	9	Not Applicable[5]
				Medco Solar Bali Barat (Bali Barat)	11	9

1 Total employees for this disclosure reflect the number of employees on all assets assured by KAP PSS - EY. Employees movement to MedcoEnergi's entities outside the assets assured by KAP PSS - EY is not included in the calculation.
2 GRI 2-7 indicators related to non-guaranteed hours employees and part-time employees are not applicable to MedcoEnergi and therefore omitted in this Sustainability Report. MedcoEnergi does not have non-guaranteed hours employees and all MedcoEnergi employees are full-time employees.
3 Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
4 Mitra Energi Batam & Dalle Energi Batam are reported under the same management and regarded as one entity in the calculation.
5 PT Amman Mineral Internasional Tbk (AMMN) acquired 100% of the shares of PT Medco Sumbawa Gas from PT Medco Power Indonesia (MEDP).

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Entities	2022		2023	
						Permanent	Temporary	Permanent	Temporary
			b. Total number of employees by employment contract, by gender and region						
			Gender	Oil & Gas	**International**				
					Female	49	-	46	-
					Male	202	32	235	12
					Domestic				
					Female	457	2	456	1
					Male	1,853	7	1,836	11
				Power	Female	85	18	94	20
					Male	609	95	650	137
			Region	Oil & Gas	**International**				
					Oman	158	31	183	12
					Thailand (Bangkok Office)	51	-	53	-
					Thailand (Bualuang)	32	-	34	-
					Singapore Office	10	1	11	-
					Domestic				
					Block A	158	-	163	-
					South Sumatra Block	152	-	174	-
					Rimau	96	-	98	-
					South Natuna Sea Block B	301	-	289	-
					Lematang	22	-	20	-
					Tarakan	25	-	26	-
					Jakarta Office	1,265	7	1,240	10
					Bangkanai	41	-	42	-
					Sampang[1]	13	2	11	2
					Corridor	237	-	229	-
				Power	Medco Power Indonesia Head Office	95	31	107	19
					Pembangkitan Pusaka Parahiangan (Cianjur)	22	1	22	-
					Bio Jatropha Indonesia (Cianjur)	17	2	20	1
					Medco Cahaya Geothermal (Jakarta)	12	6	23	6
					Mitra Energi Batam & Dalle Energi Batam (Batam)[2]	67	2	65	3
					Energi Listrik Batam (Batam)	49	-	57	-
					Multidaya Prima Elektrindo (Palembang)	22	2	21	2
					Energi Prima Elektrika (Palembang)	22	1	25	1
					Tanjung Jati B (Jepara)	231	21	220	4
					Medco Geothermal Sarulla (Tapanuli Utara)	100	7	103	2
					Medcopower Servis Indonesia (Pekanbaru)	24	19	42	112
					Medcopower Solar Sumbawa (Sumbawa)	6	4	10	1
					Medco Ratch Power Riau (Jakarta Head Office)	17	7	23	3
					Medco Sumbawa Gas (Sumbawa)	5	4	Not Applicable[3]	
					Medco Solar Bali Barat (Bali Barat)	5	6	6	3

[1] Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
[2] Mitra Energi Batam & Dalle Energi Batam (Batam) are reported under the same management and regarded as one entity in the calculation.
[3] PT Amman Mineral Internasional Tbk (AMMN) acquired 100% of the shares of PT Medco Sumbawa Gas from PT Medco Power Indonesia (MEDP).

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entitles	2022	2023
			c. Describe the methodologies and assumptions used to compile the data			
				Oil & Gas	The data have been compiled from database and manual compilation.	
				Power		
			d. Report contextual information necessary to understand the data reported under GRI 2-7 a and GRI 2-7 b			
				Oil & Gas	All of MedcoEnergi's employees are full-time, and the majority of employees are full-time and permanent.	
				Power		
			e. Describe significant fluctuations in the number of employees during the reporting period and between reporting periods			
				Oil & Gas	Not Applicable	
				Power		

GRI 401: Employment

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	Category	2021		2022		2023	
						Total	%	Total	%	Total	%
GRI 401-1	Employment	New employee hires and employee turnover[1]	a. Total number and rate of new employee hires during the reporting period:								
			Age Group	Oil & Gas	Under 30 years old	10	0.46%	16	0.61%	44	1.69%
					30-50 years old	19	0.88%	14	0.54%	48	1.85%
					Over 50 years old	1	0.05%	-	-	5	0.19%
				Power	Under 30 years old	30	3.99%	49	6.07%	79	8.77%
					30-50 years old	21	2.80%	44	5.45%	50	5.55%
					Over 50 years old	2	0.27%	9	1.12%	-	-
			Gender	Oil & Gas	Female	10	0.46%	7	0.27%	17	0.65%
					Male	20	0.92%	23	0.88%	80	3.08%
				Power	Female	12	1.60%	19	2.35%	15	1.66%
					Male	41	5.46%	83	10.29%	114	12.65%
			Region	Oil & Gas	**International**						
					Oman	6	0.28%	2	0.08%	7	0.27%
					Thailand (Bangkok Office)	4	0.18%	3	0.12%	2	0.08%
					Thailand (Bualuang)	1	0.05%	-	-	1	0.04%
					Singapore Office	-	-	2	0.08%	1	0.04%
					Domestic						
					Block A	10	0.46%	-	-	12	0.46%
					South Sumatra Block	-	-	-	-	22	0.85%
					Rimau	-	-	-	-	7	0.27%

[1] There was a parameter change in the calculation of new employee hires and employee turnover in 2021, which was the exclusion of employee movements across assets of each entity.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	Category	2021		2022		2023	
						Total	%	Total	%	Total	%
					South Natuna Sea Block B	-	-	-	-	1	0.04%
					Lematang	-	-	-	-	-	-
					Tarakan	-	-	-	-	-	-
					Jakarta Office	9	0.41%	23	0.88%	40	1.54%
					Bangkanai	-	-	-	-	1	0.04%
					Sampang[1]	-	-	-	-	1	0.04%
					Corridor	Not Applicable		-	-	2	0.08%
				Power	Medco Power Indonesia Head Office	16	2.13%	34	4.21%	15	1.66%
					Pembangkitan Pusaka Parahiangan (Cianjur)	2	0.27%	1	0.12%	1	0.11%
					Bio Jatropha Indonesia (Cianjur)	-	-	2	0.25%	1	0.11%
					Medco Cahaya Geothermal (Jakarta)	5	0.67%	5	0.62%	3	0.33%
					Mitra Energi Batam & Dalle Energi Batam (Batam)[2]	1	0.13%	-	-	1	0.11%
					Energi Listrik Batam (Batam)	2	0.27%	3	0.37%	8	0.89%
					Multidaya Prima Elektrindo (Palembang)	1	0.13%	3	0.37%	1	0.11%
					Energi Prima Elektrika (Palembang)	-	-	1	0.12%	1	0.11%
					Tanjung Jati B (Jepara)	6	0.80%	25	3.10%	2	0.22%
					Medco Geothermal Sarulla (Tapanuli Utara)	7	0.93%	7	0.87%	-	-
					Medcopower Servis Indonesia (Pekanbaru)	7	0.93%	3	0.37%	94	10.43%
					Medcopower Solar Sumbawa (Sumbawa)	3	0.40%	6	0.74%	-	-
					Medco Ratch Power Riau (Jakarta Head Office)	3	0.40%	4	0.50%	2	0.22%
					Medco Sumbawa Gas (Sumbawa)	Not Applicable		4	0.50%	Not Applicable[3]	
					Medco Solar Bali Barat (Bali Barat)	Not Applicable		4	0.50%	-	-

[1] Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
[2] Mitra Energi Batam & Dalle Energi Batam (Batam) are reported under the same management and regarded as one entity in the calculation.
[3] PT Amman Mineral Internasional Tbk (AMMN) acquired 100% of the shares of PT Medco Sumbawa Gas from PT Medco Power Indonesia (MEDP).

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	Category	2021		2022		2023	
						Total	%	Total	%	Total	%
GRI 401-1	Employment	New employee hires and employee turnover[1]	b. Total number and rate of employee turnover during the reporting period:								
			Age Group	Oil & Gas	Under 30 years old	4	0.18%	5	0.19%	3	0.12%
					30-50 years old	41	1.89%	37	1.42%	40	1.54%
					Over 50 years old	50	2.30%	54	2.08%	55	2.12%
				Power	Under 30 years old	55	7.32%	11	1.36%	11	1.22%
					30-50 years old	28	3.73%	25	3.10%	15	1.66%
					Over 50 years old	5	0.67%	14	1.73%	7	0.78%
			Gender	Oil & Gas	Female	19	0.88%	22	0.85%	20	0.77%
					Male	76	3.50%	74	2.84%	78	3.00%
				Power	Female	2	0.27%	8	0.99%	7	0.78%
					Male	86	11.45%	42	5.20%	26	2.89%
			Region	Oil & Gas	**International**						
					Oman	5	0.23%	-	-	4	0.15%
					Thailand (Bangkok Office)	4	0.18%	4	0.15%	6	0.23%
					Thailand (Bualuang)	-	-	1	0.04%	1	0.04%
					Singapore Office	Not Applicable		2	0.08%	1	0.04%
					Domestic						
					Block A	8	0.37%	2	0.08%	3	0.12%
					South Sumatra Block	10	0.46%	4	0.15%	1	0.04%
					Rimau	3	0.14%	3	0.12%	-	-
					South Natuna Sea Block B	9	0.41%	11	0.42%	11	0.42%
					Lematang	-	-	-	-	1	0.04%
					Tarakan	1	0.05%	4	0.15%	-	-
					Jakarta Office	51	2.35%	54	2.08%	56	2.16%
					Bangkanai	4	0.18%	-	-	-	-
					Sampang[2]	-	-	-	-	2	0.08%
					Corridor	Not Applicable		11	0.42%	12	0.46%

[1] There was a parameter change in the calculation of new employee hires and employee turnover in 2021, which was the exclusion of employee movements across assets of each entity.
[2] Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	Category	2021		2022		2023	
						Total	%	Total	%	Total	%
				Power	Medco Power Indonesia Head Office	7	0.93%	15	1.86%	11	1.22%
					Pembangkitan Pusaka Parahiangan (Cianjur)	1	0.13%	1	0.12%	1	0.11%
					Bio Jatropha Indonesia (Cianjur)	-	-	2	0.25%	-	-
					Medco Cahaya Geothermal (Jakarta)	2	0.27%	-	-	-	-
					Mitra Energi Batam & Dalle Energi Batam (Batam)[1]	56	7.46%	4	0.50%	2	0.22%
					Energi Listrik Batam (Batam)	-	-	2	0.25%	1	0.11%
					Multidaya Prima Elektrindo (Palembang)	-	-	1	0.12%	1	0.11%
					Energi Prima Elektrika (Palembang)	1	0.13%	-	-	-	-
					Tanjung Jati B (Jepara)	17	2.26%	12	1.49%	5	0.55%
					Medco Geothermal Sarulla (Tapanuli Selatan)	3	0.40%	5	0.62%	1	0.11%
					Medco Ratch Power Riau (Jakarta Head Office)	1	0.13%	3	0.37%	2	0.22%
					Medcopower Servis Indonesia (Pekanbaru)	-	-	4	0.50%	8	0.89%
					Medcopower Solar Sumbawa (Sumbawa)	-	-	1	0.12%	-	-
					Medco Sumbawa Gas (Sumbawa)	Not Applicable		-	-	Not Applicable[2]	
					Medco Solar Bali Barat (Bali Barat)	Not Applicable		-	-	1	0.11%

[1] Mitra Energi Batam & Dalle Energi Batam are reported under the same management and regarded as one entity in the calculation.
[2] PT Amman Mineral Internasional Tbk (AMMN) acquired 100% of the shares of PT Medco Sumbawa Gas from PT Medco Power Indonesia (MEDP).

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2021	2022	2023
GRI 401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance; ii. Health care; iii. Disability and invalidity coverage; iv. Parental leave; v. Retirement provision; vi. Stock ownership; vii. Others	Oil & Gas	**2021:** 1. Education/Scholarship Assistance (Oman) 2. Emergency loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension Program - "*Penghargaan Atas Pengabdian*" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension Program - *Dana Pensiun Lembaga Keuangan*/DPLK (Oil & Gas Domestic) 5. Service Award (Oil & Gas Domestic) 6. Housing Loan Assistance (Oman) 7. Provident Fund (Thailand) **2022:** 1. Education/Scholarship Assistance (Oman) 2. Emergency Loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension Program - "*Penghargaan Atas Pengabdian*" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension Program - *Dana Pensiun Lembaga Keuangan*/DPLK (Oil & Gas Domestic) 5. Service Award (Oil & Gas Domestic) 6. Housing Loan Assistance (Oman) 7. Provident Fund (Thailand) 8. General Loan (Oil & Gas - MEPI) 9. Home Ownership Assistance Program/HOAP (Oil & Gas Domestic - Block A) **2023:** 1. Education/Scholarship Assistance (Oman) 2. Emergency Loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension Program - "*Penghargaan Atas Pengabdian*" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension Program - *Dana Pensiun Lembaga Keuangan*/DPLK (Oil & Gas Domestic) 5. Service Award (Oil & Gas Domestic) 6. Housing Loan Assistance (Oman) 7. Provident Fund (Thailand) 8. General Loan (Oil & Gas - MEPI) 9. Home Ownership Assistance Program/HOAP (Oil & Gas Domestic - Malaka/Block A)		
				Power	**2021:** 1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) 3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam[1], Medco Geothermal Sarulla) **2022:** 1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) 3. Pension Program - *Dana Pensiun Lembaga Keuangan*/DPLK (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam[1], Medco Geothermal Sarulla) **2023:** 1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam, Medco Ratch Power Riau) 3. Pension Program - *Dana Pensiun Lembaga Keuangan*/DPLK (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam[1], Medco Geothermal Sarulla)		
			b. The definition used for 'significant locations of operation'	Oil & Gas Power	As stated in the list of benefits above.		

[1] Mitra Energi Batam & Dalle Energi Batam (Batam) are reported under the same management and regarded as one entity in the reporting.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Category	2021	2022	2023
GRI 401-3	Employment	Parental leave	a. Total number of employees that were entitled to parental leave, by gender	Oil & Gas	Female	421	508	503
					Male	1,631	1,969	1,947
				Power	Female	94	103	114
					Male	525	559	619
			b. Total number of employees that took parental leave, by gender	Oil & Gas	Female	11	16	14
					Male	44	66	53
				Power	Female	5	5	4
					Male	21	14	5
			c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Oil & Gas	Female	11	16	14
					Male	44	66	53
				Power	Female	5	5	4
					Male	21	14	5
			d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender[1]	Oil & Gas	Female	15	10	16
					Male	74	44	65
				Power	Female	5	5	5
					Male	33	20	12
			e. Return to work and retention rates of employees that took parental leave, by gender					
			i. Return to work rates of employees that took parental leave, by gender	Oil & Gas	Female	100%	100%	100%
					Male	100%	100%	100%
				Power	Female	100%	100%	100%
					Male	100%	100%	100%
			ii. Retention rates of employees that took parental leave, by gender	Oil & Gas	Female	93.75%	90.91%	100%
					Male	96.10%	100%	98.48%
				Power	Female	100%	100%	100%
					Male	97.06%	95.24%	85.71%

[1] Calculation per reporting year referred to records of employees who returned to work after the parental leave period, on the prior year.

GRI 404: Training and Education

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2023
GRI 404-2	Training and Education	Programs for upgrading employee skills and transition assistance programs[1]	a. Type and scope of programs implemented and assistance provided to upgrade employee skills	Oil & Gas	MedcoEnergi offers a comprehensive internal training program with courses in four key areas: • Leadership/Soft skills; • Technical; • Operations, and; • HSE The training programs are primarily designed for permanent and direct contract employees. While some specialized programs cater to senior management (Senior Manager, Vice President, and Senior Vice President), most courses are open to employees at all levels within the company. In addition to internal training, MedcoEnergi offers an Employee Education Assistance program to support permanent employees pursuing higher education. This program helps employees financially with obtaining Bachelor's and Master's degrees. This program is applicable for all permanent employees with minimum 3 (three) years of services in MedcoEnergi and with 'Good' performance rating for the last 3 (three) years.
			b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	Oil & Gas	MedcoEnergi offers a pre-retirement program designed to prepare permanent employees for a smooth transition into retirement. The program details are aligned with the applicable Collective Labour Agreement (CLA), which typically allows employees aged 51 and over to begin participating.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Category	Entities	2023
GRI 404-3	Training and Education	Percentage of employees receiving regular performance and career development reviews[1,2]	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	Gender	Female	Oil & Gas	96.72%
					Male		98.27%
				Employee Category	SVP & VP		78.95%
					Superintendent & Supervisor		99.48%
					Senior Manager		96.92%
					Manager		96.65%
					Staff		97.87%

[1] MedcoEnergi discloses GRI 404-2 & GRI 404-3 for Oil & Gas Domestic assets.
[2] Percentage of total MedcoEnergi's employees by gender and by employee category reported are employees who have received mid-year performance review.

GRI 405: Diversity and Equal Opportunity

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items			2021	2022	2023
GRI 405-1	Diversity and Equal Opportunity	Diversity of governance bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories					
			i. Gender	Female		14.29%	15.38%	15.38%
				Male		85.71%	84.62%	84.62%
			ii. Age group	Under 30 years old		-	-	-
				30-50 years old		14.29%	15.38%	15.38%
				Over 50 years old		85.71%	84.62%	84.62%
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)			Not Available		
			b. Percentage of employees per employee category in each of the following diversity categories					
			i. Gender	Oil & Gas	Female	19.40%	19.52%	19.37%
					Male	80.60%	80.48%	80.63%
				Power	Female	12.52%	12.76%	12.65%
					Male	87.48%	87.24%	87.35%
			ii. Age group	Oil & Gas	Under 30 years old	4.84%	3.69%	4.66%
					30-50 years old	76.45%	73.44%	71.20%
					Over 50 years old	18.71%	22.87%	24.14%
				Power	Under 30 years old	23.17%	21.56%	24.31%
					30-50 years old	66.58%	68.15%	65.48%
					Over 50 years old	10.25%	10.29%	10.21%
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)			Not Available		

10 Advancing Our Health and Safety Culture

GRI 403: Occupational Health and Safety 2018[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
GRI 403-9	Occupational Health and Safety	Work-related injuries for all employees and workers	Employees	The number of fatalities as a result of work-related injury	Oil & Gas	-	-	-
					Power	-	-	-
				The rate of fatalities as a result of work-related injury (per 1,000,000 man-hours)	Oil & Gas	-	-	-
					Power	-	-	-
				The number of high-consequence work-related injuries (excluding fatalities). High-consequence work-related injury: "Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months"	Oil & Gas	-	-	-
					Power	-	-	-
				The rate of high-consequence work-related injuries (excluding fatalities, per 1,000,000 man-hours)	Oil & Gas	-	-	-
					Power	-	-	-
				The number of recordable work-related injuries. "Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness."	Oil & Gas	-	-	1
					Power	-	-	-
				The rate of recordable work-related injuries (per 1,000,000 man-hours)	Oil & Gas	-	-	0.20
					Power	-	-	-
				The number of hours worked	Oil & Gas	3,645,659	4,825,955	5,023,853
					Power	1,114,636	1,118,246	1,197,657
				The main types of work-related injury. Types of work-related injury can include death, amputation of a limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis, among others.	Oil & Gas	Not Applicable		Restricted Work-Days Case (RWDC) - Laceration wound on nose
					Power	Not Applicable		

[1] Medco Geothermal Sarulla is not included in GRI 403 due to its status as a Medco Power Indonesia affiliate, not a subsidiary.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
			Contractors	The number of fatalities as a result of work-related injury	Oil & Gas	-	-	-
					Power	-	-	-
				The rate of fatalities as a result of work-related injury (per 1,000,000 man-hours)	Oil & Gas	-	-	-
					Power	-	-	-
				The number of high-consequence work-related injuries (excluding fatalities)	Oil & Gas	-	-	-
					Power	-	-	-
				The rate of high-consequence work-related injuries (excluding fatalities, per 1,000,000 man-hours)	Oil & Gas	-	-	-
					Power	-	-	-
				The number of recordable work-related injuries	Oil & Gas	6	6	4
					Power	-	-	-
				The rate of recordable work-related injuries (per 1,000,000 man-hours)	Oil & Gas	0.51	0.28	0.17
					Power	-	-	-
				The number of hours worked	Oil & Gas	11,742,413	21,331,926	23,504,925
					Power	3,917,773	2,415,280	3,112,802
				The main types of work-related injury. Types of work-related injury can include death, amputation of a limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis, among others.	Oil & Gas	Fracture and loss of consciousness		Laceration head wound, foot punctured by sharp object & hand finger injury
					Power	Not Applicable		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
			The work-related hazards that pose a risk of high-consequence injury	i. How these hazards have been determined ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls	**Oil & Gas** **2021:** The hazards are identified and assessed following the MedcoEnergi Hazard Identification and Risk Assessment Process. As part of the process, asset specific workshops are conducted with participants from multidisciplinary teams. The Hazard Identification and Risk Assessment Workshop is intended to enable asset team members to minimize or eliminate potential major hazard accident occurrence and reduce the risk within operations. This is done by demonstrating risk reduction measures and to give confidence that asset has the ability and means to control potential major accident risk properly, to achieve safe, profitable and sustainable operations. The process is in alignment with OHSAS 18001:2007 or ISO 45001:2018 regarding Occupational Health and Safety Management System requirements related to hazards identification and risk mitigation. However, there is no high-consequence injury recorded in Oil & Gas operations throughout 2021. Several hazards that pose a risk of high-consequence injury which have been identified are: • Hydrocarbon in formation: Loss of primary containment, well blow out, subsea well blow out • Condensate, NGL: Loss of primary containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption • Hydrocarbon gas: Loss of primary containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption • Oil and hydrocarbon gas under pressure: Personal injury, fatality, asset damage • In-air transport (flying): Fatality, helicopter ditching, asset damage • Transfer from boat to offshore platform: Personal injury, fatality, asset damage • Detonators: Fire explosion, fatality • Conventional explosive material: Fire explosion, fatality • Bottled gases under pressure: Fire explosion, fatality • Boat collision hazard to other vessels and offshore structures: Fatalities, asset damage • Escalation of fire • Methanol fire • Forest fire • Hydrocarbon gas blowby			

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
					2022: The hazards are identified and assessed following the MedcoEnergi Hazard Identification and Risk Assessment Process. As part of the process, asset specific workshops are conducted with participants from multidisciplinary teams. The Hazard Identification and Risk Assessment Workshop is intended to enable asset team members to minimize or eliminate potential major hazard accident occurrence and reduce the risk within operations. This is done by demonstrating risk reduction measures and to give confidence that asset has the ability and means to control potential major accident risk properly, to achieve safe, profitable and sustainable operations. The process is in alignment with ISO 45001:2018 regarding Occupational Health and Safety Management System requirements related to hazards identification and risk mitigation. However, there is no high-consequence injury recorded in Oil & Gas operations throughout 2022. Several hazards that pose a risk of high-consequence injury which have been identified are: • Hydrocarbon in formation: Loss of primary containment, well blow out, subsea well blow out • Oil, Hydrocarbon gas & Condensate: Loss of primary containment causing potential fire leading to fatalities, personal injury, environmental damage, asset damage and business interruption • In-air transport (flying): Fatality, helicopter ditching, asset damage • Transfer from boat to offshore platform: Personal injury, fatality, asset damage • Land transportation hazard: Fatality, personal injury, and asset damage • Conventional explosive material & detonator: Fire explosion, fatality • Pressurized Gas Cylinder: Fire explosion, fatality • Boat collision hazard to other vessels and offshore structures: Fatalities, asset damage • Lifting failure: Fatality, personal injury and asset damage • Escalation of fire • Methanol fire • Forest fire • Hydrocarbon gas blowby **2023:** The prevention and mitigation measures of operational hazards in all facilities are identified, assessed, and determined after the hazard identification and risk assessment process. This is in accordance with MedcoEnergi's HSE Management System that aligns with International Standards and Practices. The risk assessment process is conducted with the participation of multidisciplinary teams with the objective to eliminate or minimize potential occurrence of major accidents and reduce the risk within operations. This process is conducted by demonstrating risk reduction measures and providing assurance that the asset has the ability and means to manage their hazards and properly control major accident risks, in order to achieve safe and sustainable operations. There was no high-consequence injury from operational activities recorded in the Oil & Gas operations throughout 2023. Identified hazards that pose a risk of high-consequence injuries are: • Well activities causing potential blow out. • Loss of containment from hydrocarbon processing facility • Gas blowby in the processing facility • Toxic gas exposure due to loss of primary containment • Aviation operations • Marine operations, including potential vessel collision with facility and boat transfer • Land transportation • Use of explosive material & detonator to support activities • Pressurized gas cylinder • Lifting activities • Forest fire			

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
					Power			
					2021: Medco Power has identified hazards related to working activities. Medco Power use Hazards Identification Risk Assessment and Determine Control (HIRADC) to summarize physical, chemical, biological and ergonomic hazard, etc. Most of physical hazard have been determined as causal factor for the recordable incident in the last 3 years. However, there is no work-related hazard pose a risk of high-consequence injury recorded in 2020-2021. Gravitational hazard as potential energy involving object and/or person falls from height. Moving part of power tools and heavy equipment motion as kinetic energy related with human-machine interface incident in Medco Power. These physical hazards also classified in Life Saving Rules (LSR) related with fall protection (LSR No. 7) and ensuring worker in a safe position (LSR No. 8). As the follow-up actions to mitigate these hazards, Medco Power conducted HSE annual meeting engaging all subsidiaries from Medco Power to evaluate the cause of the incidents occurred throughout the year. In addition, HSE annual meeting is also meant to identify any potential hazards which may cause high-consequence work injuries. Several actions were also conducted by MPI as follow up action and preventive for recurrence incident, such as eliminate the risk by using safer and proper equipment, install hazard or safety sign in the strategic area, provide procedure and working instruction for safe work method, provide proper PPE for all workers and conduct HSE Mandatory Training for workers. **2022:** Medco Power has identified work-related hazards. In the process of identifying potential hazards in the work environment, Medco Power Indonesia uses the HIRADC (Hazard Identification Risk Assessment and determine Control) method. HIRADC is set before starting work and is updated regularly, especially when there are new activities in the work process. By doing HIRADC, it may minimize the occurrence of work accidents. This is evidenced by the absence of high-consequence injury occurring throughout 2022 at Medco Power. Even though there were several first aid cases, where the main causes were moving machines and the use of hand tools where this potential hazard was also classified into Life Saving Rules (LSR) related to line of fire which ensures workers are in a safe position when working. Medco Power encourage all leaders to make sure that everyone in their organization is aware and understands the Life Saving Rules. Medco Power conducted regular review for hazard identification and risk assessment to identify any potential hazards related to LSR which may cause high-consequence work injuries. Several actions were also conducted by Medco Power as follow up action and preventive for reocurrence incident, such as eliminate the risk by using safe and proper equipment, install hazard or safety sign in the strategic area, provide procedure and working instruction for safe work method, provide proper personal protective equipment for all workers, and conduct HSE mandatory training for workers.			

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
					2023: Medco Power has identified work-related hazards. In the process of identifying potential hazards in the work environment, Medco Power utilizes the HIRADC (Hazard Identification Risk Assessment and Determine Control) method. HIRADC is established before commencement of any work and is updated regularly, especially when there are new activities in the work process. By performing HIRADC, it may minimize the occurrence of work accidents. This is evidenced by the absence of high-consequence injury throughout 2023 at Medco Power. There were several first aid cases, with the main causes being the use of hand tools, slip, trip, and fall (STF) where this potential hazard has been classified into Life Saving Rules (LSR) related to line of fire, lifting, and working at height. Medco Power encourages all leaders to make sure that everyone in their organization is aware and understands the Life Saving Rules. Medco Power conducted regular review for hazard identification and risk assessment to identify any potential hazards related to LSR which may cause high-consequence work accidents. Several actions were also conducted by Medco Power as a follow-up action and prevention for reoccurring incidents, such as eliminating the risk by using safe and proper equipment, installing hazard or safety sign in strategic areas, providing procedures and working instructions for safe work methods, providing proper personal protective equipment for all workers, and conducting mandatory HSE training for workers.			

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
			Actions taken to eliminate other work-related hazards and minimize risks using the hierarchy of controls.		**Oil & Gas** **2021:** MedcoEnergi has integrated the Process Safety aspects into the Safety Card program, conducted assessments, identified the implementation plans and aligned the operational health support units. The goal is to improve the workers' hazard recognition, risk assessment, evaluation and control measure identification. To go further, MedcoEnergi also have developed the MedcoEnergi HSE and Process Safety Roadmap 2020-2024. The Roadmap is part of MedcoEnergi's HSE Management System (HSEMS), which systematically identifies, assesses, controls and monitors operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment. **2022:** MedcoEnergi has established Hazard recognition program through Safety card observation cover occupational and process safety, LSR program, health monitoring, weekly incident lesson learn which allows worker to conduct hazard observation, reporting and take the corrective actions. Series of assessment has been conducted in 2022 to evaluate implementation of HSE Management System (HSEMS) practices which help organization to systematically identifies, assesses, controls and monitors operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment. **2023:** MedcoEnergi eliminates and minimizes risks by continually improving the hazard observation program through Safety Card and Life Saving Rules (LSR) Field Verification, monitoring leading metrics related to occupational safety and process safety, conducting Health Risk Assessment (HRA) including mitigation actions required, health monitoring through Medical Check Up (MCU) compliance and its follow up, performing safety culture assessment in Corridor Asset, conducting Audit SIAP SELAMAT in Onshore Rimau, Offshore Block B and Corridor Asset, engaging contractor through Contractor HSE Forum and Contractor Safety Ambassador, sharing lessons learned from incidents and investigation results, conducting leadership site visit, performing regular emergency drill exercises including for incidents involving mass casualty, which is required to prevent any incident to occur. As part of continual improvement, MedcoEnergi evaluates HSE Management System (HSEMS) practices which support the organization to systematically identify, assess, control and monitor operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment.			

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
					Power			
					2021: Medco Power has integrated the Health, Safety and Environmental aspects into the HSE card program which allows worker to conduct hazards observation, report the hazards/risk and take the action. HSE card is available in manual and application in iOS and Android and all reports will be collected in web-based dashboard for further analysis and assessment by HSE team. Minor corrective actions can be taken immediately after the report is received while more complex corrective actions will be reported to relevant parties for appropriate analysis and recommendations. Referring to HIRADC in hazard management, Medco Power review the existing hazard control and if the hazards/risk value are still high then Medco Power will add additional method of control as follows: 1. Elimination; 2. Substitution; 3. Engineering; 4. Procedure and Warning Sign; 5. Training and Monitoring; 6. PPE to reduce the hazards/risk value into the acceptance level. **2022:** Medco Power has integrated the Health, Safety and Environmental aspects into the HSE card program which allow worker to conduct hazards observation, report the hazards/risk, and take the action. HSE card is available in manual and application in iOS and Android. All reports will be collected in web-based dashboard to further analysis and assessment by HSE team. Minor corrective actions can be taken immediately after the report is received while more complex corrective actions will be reported to relevant parties for appropriate analysis and recommendations. Refer to HIRADC in hazard management, Medco Power review the existing hazard control and if the hazards/risk value is still high then Medco Power will add additional method of control as follows: 1. Elimination; 2. Substitution; 3. Isolation; 4. Procedure and Warning Sign; 5. Training and Monitoring; 6. PPE to reduce the hazards/risk value into the acceptance level. **2023:** Medco Power has integrated the Health, Safety, and Environmental Protection aspects into the HSE Card program, which allows workers to conduct hazards observations, report the hazards/risks, as well as take the proper action. The HSE Card can be filled manually and through iOS and Android applications. All reports will be collected on the web-based dashboard to be further analyzed and assessed by the HSE team. Minor corrective actions can be taken immediately once the report is received, while more complex corrective actions will be reported to the relevant parties to be analyzed and given the appropriate recommendations. Referring to HIRADC in hazard management, Medco Power reviews the existing hazard control, and in the case of a hazards/risks value that is still high, Medco Power will add the following control methods: 1. Elimination; 2. Substitution; 3. Engineering and Isolation; 4. Procedure and Warning Sign; 5. Training and Monitoring; 6. PPE to reduce the hazards/risk value into the acceptance level.			

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
			Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked		Oil & Gas	**2021 - 2022:** The rates of fatalities, high-consequence work-related injuries (excluding fatalities) and recordable work-related injuries are calculated based on 1,000,000 hours worked. **2023:** The rate of fatalities as a result of work-related injuries, high-consequence work-related injuries (excluding fatalities) and recordable work-related injuries are calculated based on 1,000,000 hours worked.		
					Power			
			Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded		Oil & Gas	No employees or workers have been excluded from this disclosure.		
					Power			
			Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used		Oil & Gas	**2021 - 2023:** The injury rates are calculated as follow: The rate of fatalities as a result of work-related injury per 1,000,000 work hours= (number of fatality)/manhour x 1,000,000 The rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 work hours= (number of high-consequence injuries (excluding fatalities))/manhour x 1,000,000 The rate of recordable work-related injuries per 1,000,000 work hours= (number of recordable injuries)/manhour x 1,000,000) Safety statistics and incident data are collected from each asset based on the Incident Management Document Guideline. This system is widely used for industrial incident rate calculation and classification in accordance with local Government Regulations and refers to Occupational and refers to Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2021	2022	2023
					Power	**2021 - 2023:** The injury rates are calculated as follow: The rate of fatalities as a result of work-related injury per 1,000,000 work hours= (Number of fatality)/manhour x 1,000,000 The rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 work hours= (Number of high-consequence injuries (excluding fatalities))/manhour x 1,000,000 The rate of recordable work-related injuries per 1,000,000 work hours= (Number of recordable injuries)/manhour x 1,000,000 Medco Power's safety statistics are calculated from subsidiaries based on incident/accident investigation and reporting procedures (A800/C01/SOPR010014), which complies with the Indonesian Government Regulation (Minister of Manpower Regulation Number 03/MEN/98 regarding Procedure in Reporting and Investigating Occupational Accident and Ministry of Manpower and Transmigration Regulation Number PER.01/MEN/1981 regarding Obligation to Report Occupational Illness) and Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.		

GRI Index

Statement of use	MedcoEnergi has reported in accordance with the GRI Standards for the period 1 January 2023 – 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil & Gas Sector 2021

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
General disclosure						
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Report page 22	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	GRI Performance Data page 1	-	-	-	-
	2-3 Reporting period, frequency and contact point	Sustainability Report page 3	-	-	-	-
	2-4 Restatements of information	Sustainability Report page 88, 90, 94	-	-	-	-
	2-5 External assurance	Sustainability Report page 3	-	-	-	-
	2-6 Activities, value chain and other business relationships	Sustainability Report page 22	-	-	-	-
	2-7 Employees	Sustainability Report page 171-172, GRI Performance Data page 38-40	-	-	-	-
	2-8 Workers who are not employees	-	2-8	Information unavailable/ incomplete	Workers who are not employees and whose work is controlled by the organization include agency workers, apprentices, contractors, home workers, interns, self-employed persons, sub-contractors, and volunteers. These are outside our scope of limited assurance.	-
	2-9 Governance structure and composition	Sustainability Report page 55-58	-	-	-	-
	2-10 Nomination and selection of the highest governance body	Sustainability Report page 55	-	-	-	-
	2-11 Chair of the highest governance body	Sustainability Report page 55	-	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report page 55, 58	-	-	-	-
	2-13 Delegation of responsibility for managing impacts	Sustainability Report page 55, 58	-	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report page 55	-	-	-	-

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
	2-15 Conflicts of interest	Sustainability Report page 55, 62, 68	-	-	-	-
	2-16 Communication of critical concerns	Sustainability Report page 69	-	-	-	-
	2-17 Collective knowledge of the highest governance body	-	2-17	-	Provided in MedcoEnergi Annual Report page. 97, 100	-
	2-18 Evaluation of the performance of the highest governance body	Sustainability Report page 55	-	-	-	-
	2-19 Remuneration policies	-	2-19	-	Provided in MedcoEnergi Annual Report page. 101-102	-
	2-20 Process to determine remuneration	Sustainability Report page 55-56	-	-	-	-
	2-21 Annual total compensation ratio	-	2-21	-	Provided in MedcoEnergi Annual Report page. 101-102	-
	2-22 Statement on sustainable development strategy	Sustainability Report page 8-13	-	-	-	-
	2-23 Policy commitments	Sustainability Report page 36-37, 52-54, 84, 138, 170, 186, GRI Performance Data page 2-5	-	-	-	-
	2-24 Embedding policy commitments	Sustainability Report page 55-59, 66, 84-87, 102-104, 111, 186-189 GRI Performance Data page 6-7	-	-	-	-
	2-25 Processes to remediate negative impacts	Sustainability Report page 69	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report page 63, 74	-	-	-	-
	2-27 Compliance with laws and regulations	Sustainability Report page 84	-	-	-	-
	2-28 Membership associations	Sustainability Report page 48	-	-	-	-
	2-29 Approach to stakeholder engagement	Sustainability Report page 46-47, 139	-	-	-	-
	2-30 Collective bargaining agreements	Sustainability Report page 178	-	-	-	-
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report page 41	-	-	-	-
	3-2 List of material topics	Sustainability Report page 41-42	-	-	-	-
Responsible Procurement Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 30-32, 54, 66-68	-	-	-	None
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability Report page 16	-	-	-	11.14.6 (Economic Impacts)
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report page 61, 67	-	-	-	11.10.8 (Employment Practices)
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report page 30	-	-	-	11.10.9 (Employment Practices)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 43-45, 77, 81	-	-	-	None
Stakeholders Engagement						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 46-47, 166	-	-	-	None
Political and Regulatory Environment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 52, 60-61, 73, 79-81, 88	-	-	-	None
GRI 207: Tax 2019	207-1 Approach to tax	-	207-1	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.4 (Payments to Governments)
	207-2 Tax governance, control, and risk management	-	207-2			11.21.5 (Payments to Governments)
	207-3 Stakeholder engagement and management of concerns related to tax	-	207-3			11.21.6 (Payments to Governments)
	207-4 Country-by-country reporting	-	207-4			11.21.7 (Payments to Governments)
GRI 415: Public Policy 2016	415-1 Political contributions	Sustainability Report page 77, GRI Performance Data page 10	-	-	-	11.22.2 (Public Policy)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Sustainability Report page 16, 33	-	-	-	11.21.2 (Payments to Governments)
	201-4 Financial assistance received from government	Sustainability Report page 75, We report the disclosure of financial assistance received from government under this GRI 201-4 through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The bi-annual reports are accessible through the EITI website at https://eiti.org/sites/default/files/2024-02/Indonesia%20EITI%202021%20report.pdf	-	-	-	11.21.3 (Payments to Governments)
GRI Topic 11.21 Payments to Government	11.21.8 For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report: • Volumes and types of oil and gas purchased; • Full names of the buying entity and the recipient of the payment; • Payments made for the purchase.	Sustainability Report page 75, We report the disclosure of oil and gas purchased from the state or on their behalf through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The bi-annual reports are accessible through the EITI website at https://eiti.org/sites/default/files/2024-02/Indonesia%20EITI%202021%20report.pdf	-	As explained in Medco Energi's Financial Report 2023 on page 202	-	11.21.8 (Payments to Governments)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Anti-Corruption and Business Ethics						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 52-59, 79-81	-	-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report page 64, 70 GRI Performance Data page 8	-	-	-	11.20.1 (Anti Corruption)
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report page 61-62, 71-72, 75-76, GRI Performance Data page 8-9	-	-	-	11.20.2 (Anti Corruption)
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report page 69	-	-	-	11.20.3 (Anti Corruption)
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	206-1	Not Applicable	-	11.19.2 (Anti Competitive Behavior)
Effluents and Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 84, 89-92, 106	-	-	-	11.5.1 (Waste)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report page 90, 92	-	-	-	11.5.2 (Waste)
	306-2 Management of significant waste-related impacts	Sustainability Report page 89-92	-	-	-	11.5.3 (Waste)
	306-3 Waste generated	Sustainability Report page 90, 92	-	-	-	11.5.4 (Waste)
	306-4 Waste diverted from disposal	Sustainability Report page 90	-	-	-	11.5.5 (Waste)
	306-5 Waste directed to disposal	Sustainability Report page 90, 92	-	-	-	11.5.6 (Waste)
GRI 306: Effluents and Waste 2016	306-3 Significant spills	Sustainability Report page 93	-	-	-	11.8.2 (Asset Integrity and Critical Incident Management)
Water						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 84, 94-97, 106	-	-	-	11.6.1 (Water & Effluents)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report page 94-95, 97	-	-	-	11.6.2 (Water & Effluents)
	303-2 Management of water discharge-related impacts	Sustainability Report page 95-96	-	-	-	11.6.3 (Water & Effluents)
	303-3 Water withdrawal	Sustainability Report page 94	-	-	-	11.6.4 (Water & Effluents)
	303-4 Water discharge	Sustainability Report page 96	-	-	-	11.6.5 (Water & Effluents)
	303-5 Water consumption	-	303-5	Information unavailable/ incomplete	-	11.6.6 (Water & Effluents)
Air Quality						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 84, 97, 106	-	-	-	11.3.1 (Air Emission)
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Sustainability Report page 97, GRI Performance Data page 18-19, 21-22	-	-	-	11.3.2 (Air Emission)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Climate Risk and Resilience, Climate Mitigation, Climate Adaptation						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 110-112, 114-117, 124-131, 133-134	-	-	-	11.1.1 (GHG Emission), 11.2.1 (Climate adaptation, resilience, and transition)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report page 120-121, GRI Performance Data page 15-16, 18-19, 20, 22	-	-	-	11.1.5 (GHG Emission)
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report page 121-122, GRI Performance Data page 16-17, 18-19, 20, 22	-	-	-	11.1.6 (GHG Emission)
	305-3 Other indirect (Scope 3) GHG emissions	-	-	Information unavailable/ incomplete	We aim to disclose Scope 3 by 2025.	11.1.7 (GHG Emission)
	305-4 GHG emissions intensity	Sustainability Report page 121, GRI Performance Data page 17-19, 21-22	-	-	-	11.1.8 (GHG Emission)
	305-5 Reduction of GHG emissions	Sustainability Report page 118-119, 124-127	-	-	-	11.2.3 (Climate adaptation, resilience, and transition)
GRI Topic 11.2 Climate adaptation, resilience, and transition	11.2.4 Describe the organization's approach to public policy development and lobbying on climate change, including: • The organization's stance on significant issues related to climate change that are the focus of its participation in public policy development and lobbying, and any differences between these positions and its stated policies, goals, or other public positions; • Whether it is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying on climate change, including: • The nature of this contribution; any differences between the organization's stated policies, goals, or other public positions on significant issues related to climate change; and the positions of the representative associations or committees.	Sustainability Report page 46, 130	-	-	-	11.2.4 (Climate adaptation, resilience, and transition)
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Report page 117	-	-	-	11.2.2 (Climate adaptation, resilience, and transition)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report page 123, GRI Performance Data page 11-14	-	-	-	11.1.2 (GHG Emission)
	302-2 Energy consumption outside of the organization	-	302-2	Information unavailable/ incomplete	-	11.1.3 (GHG Emission)
	302-3 Energy intensity	Sustainability Report page 123, GRI Performance Data page 11-14	-	-	-	11.1.4 (GHG Emission)
Local Communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 102-104, 106, 107, 138-139, 160-163, 166	-	-	-	11.15.1 (Local communities)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability Report page 140-159, GRI Performance Data page 23, 25-27	-	-	-	11.14.4 (Economic impacts)
	203-2 Significant indirect economic impacts	Sustainability Report page 160-162, GRI Performance Data page 24	-	-	-	11.14.5 (Economic impacts)
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Sustainability Report page 138	-	-	-	11.17.2 (Rights of indigenous peoples)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report page 140-164, GRI Performance Data page 27-28, 32-34	-	-	-	11.15.2 (Local communities)
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report page 24, 140	-	-	-	11.15.3 (Local communities)

GRI Topic 11.16 Land and resource rights	11.16.1
	• Describe the approach to engaging with affected vulnerable groups, including:
	  • How the organization seeks to ensure engagement is meaningful;
	  • How the organization seeks to ensure safe and equitable gender participation.
	• Describe the approach to providing remediation to local communities or individuals subject to involuntary resettlement, such as the process for establishing compensation for loss of assets or other assistance to improve or restore standards of living or livelihoods.
		Sustainability Report page 138	-	-	-	11.16.1 (Land and Resource Rights)

Security Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 140, 167	-	-	-	None
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Sustainability Report page 140, GRI Performance Data page 34	-	-	-	11.18.2 (Conflict and Security)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Talent Attraction, Retention, and Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 170, 182-183	-	-	-	11.10.1 (Employment practices) 11.11.1 (Non-discrimination and equal opportunity) 11.13.1 (Freedom of association and collective bargaining)
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Sustainability Report page 170	-	-	-	None
	202-2 Proportion of senior management hired from the local community	-	202-2	Information unavailable/ incomplete	-	11.11.2 (Non-discrimination and equal opportunity)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	GRI Performance Data page 41-43	-	-	-	11.10.2 (Employment practices)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI Performance Data page 44	-	-	-	11.10.3 (Employment practices)
	401-3 Parental leave	GRI Performance Data page 45	-	-	-	11.10.4 (Employment practices) 11.11.3 (Non-discrimination and equal opportunity)
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	402-1	Not applicable	-	11.7.2 (Closure and rehabilitation)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	402-1	Information unavailable/ incomplete	-	11.10.6 (Employment practices) 11.11.4 (Non-discrimination and equal opportunity)
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report page 112-113, 173-180 GRI Performance Data page 46	-	-	-	11.7.3 (Closure and rehabilitation)
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report page 174 GRI Performance Data page 46	-	-	-	None
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report page 170-172 GRI Performance Data page 47	-	-	-	11.11.5 (Non-discrimination and equal opportunity)
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report page 170	-	-	-	11.11.6 (Non-discrimination and equal opportunity)
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	406-1	Information unavailable/ incomplete	-	11.11.7 (Non-discrimination and equal opportunity)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report page 170, 178	-	-	-	11.13.12 (Freedom of association and collective bargaining)
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report page 30, 170	-	-	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report page 30, 170	-	-	-	11.12.2 (Forced labour and modern slavery)
Workplace health, safety, and wellbeing						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 186, 205-206	-	-	-	11.9.1 (Occupational Health and Safety)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report page 186-190	-	-	-	11.9.2 (Occupational Health and Safety)
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report page 191	-	-	-	11.9.3 (Occupational Health and Safety)
	403-3 Occupational health services	Sustainability Report page 200	-	-	-	11.9.4 (Occupational Health and Safety)
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report page 197-199, 203	-	-	-	11.9.5 (Occupational Health and Safety)
	403-5 Worker training on occupational health and safety	Sustainability Report page 188, 199, 203-204	-	-	-	11.9.6 (Occupational Health and Safety)
	403-6 Promotion of worker health	Sustainability Report page 199-200	-	-	-	11.9.7 (Occupational Health and Safety)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report page 194, 202-203	-	-	-	11.9.8 (Occupational Health and Safety)
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report page 190	-	-	-	11.9.9 (Occupational Health and Safety)
	403-9 Work-related injuries	Sustainability Report page 195 GRI Performance Data page 48-57	-	-	-	11.9.10 (Occupational Health and Safety)
	403-10 Work-related ill health	Sustainability Report page 195	-	-	-	11.9.11 (Occupational Health and Safety)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Asset Integrity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report page 192, 207	-	-	-	None
GRI Topic 11.8 Asset Integrity and Critical Incident Management	11.8.3 Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity (e.g., exploration, development, production, closure and rehabilitation, refining, processing, transportation, storage).	Sustainability Report page 196	-	-	-	11.8.3 (Asset Integrity and Critical Incident Management)
GRI Topic 11.7 Closure and rehabilitation	11.7.6 Report the total monetary value of financial provisions for closure and rehabilitation made by the organization, including post-closure monitoring and aftercare for operational sites.	We report the disclosure of Abandonment Site & Restoration under this GRI 11.7.6 Closure and Rehabilitation through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The bi-annual reports are accessible through the EITI website at https://eiti.org/sites/default/files/2024-02/Indonesia%20EITI%202021%20report.pdf	-	-	-	11.7.6 (Closure and Rehabilitation)

Topics in the applicable GRI Sector Standards determined as not material						
Biodiversity						
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report page 98	-	-	-	11.4.2 (Biodiversity)
	304-2 Significant impacts of activities, products and services on biodiversity	Sustainability Report page 98-101	-	-	-	11.4.3 (Biodiversity)
	304-3 Habitats protected or restored	Sustainability Report page 98, 101	-	-	-	11.4.4 (Biodiversity)

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2023 GRI Performance Data

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