2024 GRI PERFORMANCE DATA

MEDCOENERGI

Energy for Growth

GRI

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	2022	2023	2024
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. Thailand (Field)	11. Thailand (Field)	11. Thailand (Field)
	12. Bangkok Office	12. Bangkok Office	12. Bangkok Office
	13. Malaysia Office	13. Jakarta Office	13. Jakarta Office
	14. Jakarta Office	14. Singapore Office	14. Singapore Office
	15. Singapore Office	15. Corridor	15. Corridor
	16. Corridor	16. Palembang Office	16. Palembang Office
			17. Banda Aceh 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 Power Indonesia Head Office	8. Medco Power Indonesia Head Office	8. Medco Power Indonesia Head Office
	9. Multidaya Prima Elektrindo[5]	9. Multidaya Prima Elektrindo[5]	9. Multidaya Prima Elektrindo[5]
	10. Energi Prima Elektrika[5]	10. Energi Prima Elektrika[5]	10. Energi Prima Elektrika[5]
	11. Medco Cahaya Geothermal	11. Medco Cahaya Geothermal	11. Medco Cahaya Geothermal
	12. Medco Ratch Power Riau[6]	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	15. Medco Solar Bali Timur
	16. Medco Sumbawa Gas		16. Medco Power Energi Services
			17. Medco Power Geothermal Services

[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.
[6] Medco Ratch Power Riau represents Riau IPP.

04 Our Approach to Sustainability

GRI 2: General Disclosures

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2024
GRI 2-23	General Disclosures	Policy Commitments	a. Describe its policy commitments for responsible business conduct, including: i. The authoritative inter-governmental 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 to responsible business conduct are defined in policies that govern the Board of Commissioners, Board of Directors, the Senior Leadership 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 the MedcoEnergi 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/our-sustainability/governance-ethics/good-corporate-governance/. **Employees' ethical conduct management:** We developed our Code of Conduct (i.e. our Code) based on benchmarks with multinational companies and international leading practices as well as 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. This 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/our-sustainability/governance-ethics/our-code/. In March 2024, MedcoEnergi launched its Corporate Anti-Money Laundering (AML) policy No COP-AIC-EXC-POL-003 dated 12 March 2024 to strengthen our commitment to prohibit money laundering and set out the rules and guidelines for directors, employees and business partners in relation to the prevention of money laundering across our business. This policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/. **MedcoEnergi's Sustainability Policy** outlines our commitments to maintain healthy, safe workplaces 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/our-sustainability/our-approach/sustainability-policy/.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2024
GRI 2-23	General Disclosures	Policy Commit-ments	a. Describe its policy commitments for responsible business conduct, including: i. The authoritative inter-governmental 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 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 accessed at https://www.medcoenergi.com/en/our-sustainability/health-safety/hse-policy/. The HSE Policy was updated in October 2024 with the following amendment/revisions for improvement: • Commitment to consult with stakeholders on environmental issues. • Commitment to report regularly on environmental issues. • Addressing the environmental dependencies, impacts, risks and opportunities. • References to relevant global environmental treaties and policy goals. **MedcoEnergi's Oil & Gas' Community Development Policy** outlines our commitment to be 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/our-sustainability/social-and-communities/creating-opportunities/. **MedcoEnergi's Oil & Gas' Security Policy** describes our commitment to protect employees, assets, facilities, operations and its reputation based on the Company's Mission, Vision and Values to secure the working environment as a foundation for sustainable business growth. Our Security Policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/. **MedcoEnergi's Human Rights Policy** describes our commitment to respect human rights as set out in the Universal Declaration of Human Rights (UDHR) and other instruments such as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, comply with applicable laws of the countries where we operate, promote human rights through the provision of accessible and affordable energy. This policy was signed on 10 January 2024 and can be accessed at https://www.medcoenergi.com/en/our-sustainability/human-rights/.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2024
GRI 2-23	General Disclosures	Policy Commit-ments	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. Code of Conduct 2. Code of Supplier 3. Sustainability Policy 4. Security Policy 5. Community Development Policy 6. Human Rights Policy i. The internationally recognised human rights principles are stated in the following policies and relevant sections: 1. **Code of Conduct**, page 16 in the Safe Workplace sub-section Human Rights section: "One of our Company's commitments in doing business ethically includes respecting others who work at and for the Company, to treat every individual with respect, and doing our business operations in compliance to the relevant human rights laws wherever MedcoEnergi operates". 2. **Code of Supplier** key elements bullet 1: "Follow the same ethical standards, including Our Code and the applied Company's policies/procedures". 3. **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". 4. **Community Development Policy** paragraph 1: "MedcoEnergi 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". 5. **Security Policy** paragraph 3: "MedcoEnergi 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". 6. **Human Rights Policy**, MedcoEnergi is committed to respecting human rights as set out in the Universal Declaration of Human Rights (UDHR) and other instruments such as the International Labour Organization Declaration on Fundamental Principles and Rights at Work. The Human Rights Policy encompasses a management framework, commitments, grievance mechanisms, governance and applies to all MedcoEnergi companies and subsidiaries globally, including all business partners. ii. The policies also mention the categories of stakeholders: 1. Local labour, children, local communities in Code of Conduct page 16, in the Safe Workplace sub-section Human Rights section 2. Suppliers, including suppliers of services, equipment, materials and other goods, agents, consultants, contractors, subcontractors and consortiums in the Code of Supplier 3. Local communities in the Sustainability Policy page 1, in the Environmental and Social Development and Local Community Empowerment section 4. Partnerships with security stakeholders in Security Policy point 7 5. Society & local communities and business partners & their employees in the Human Rights Policy page 2, in Our Commitments section 6. Directors, employees and business partners in relation to the prevention of money laundering across the Company's business. This Policy should be read in conjunction with the Code of Conduct, all relevant Company policies, procedures, and the applicable laws in all countries where Company operates in Corporate Anti-Money Laundering Policy page 7 'scope' section

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2024
GRI 2-23	General Disclosures	Policy Commit-ments	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 Policies: • Code of Conduct: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/our-code/ • Code of Supplier: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/code-of-supplier/ • Sustainability Policy: https://www.medcoenergi.com/en/our-sustainability/our-approach/sustainability-policy/ • HSE Policy: https://www.medcoenergi.com/en/our-sustainability/health-safety/hse-policy/ • Community Development Policy: https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ • Security Policy: https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ • Human Rights Policy: https://www.medcoenergi.com/en/our-sustainability/human-rights/ • Anti-Money Laundering Policy: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/ Note: We have summarised our commitments on Anti-Money Laundering in our website (please see https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/). The Anti-Money Laundering Policy is not publicly available as it is considered an internal company policy.
			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 familiarisations and engagements: a. Code of Conduct: 4 May 2020 b. Code of Supplier: 26 December 2022 c. Sustainability Policy: 8 May 2020 d. HSE Policy: October 2024 (update) e. Community Development Policy: April 2020 f. Security Policy: February 2020 g. Human Rights Policy: 10 January 2024 h. Anti-Money Laundering Policy: 12 March 2024

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2024
GRI 2-23	General Disclosures	Policy Commit-ments	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 the 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 Company's assets." **Security Policy:** Last paragraph - "It is the responsibility of everyone in the Company to comply with this Policy and support its implementation." **Human Rights Policy:** Paragraph 4 - "This commitment in this policy applies to all MedcoEnergi companies and subsidiaries globally, including all business partners from which we expect the same high standards and commitment." **Anti-Money Laundering Policy:** Page 7 - "This policy applies to the Company's directors and employees although the Company expects that business partners and others performing work or services for on behalf of company will comply with this policy."
			f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	Corporate	Our process for our Code of Conduct commitments requires them to be read, agreed to, and regularly signed by all workers through the annual Statement of Adherence (SoA) and Conflict of Interest (CoI) Declaration. Our process for our Code of Supplier commitments requires them to be read, agreed to, and signed by business partners whenever contracts are signed. The contracts between MedcoEnergi and third parties using MedcoEnergi's standard contracts include clauses that the contractors in countries where MedcoEnergi operates have committed themselves to complying with. This includes all applicable laws and regulations and MedcoEnergi's Business Ethics (Code of Conduct and Code of Supplier).

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2024
GRI 2-23	General Disclosures	Policy Commit-ments	f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	Corporate	We communicate our policy commitments to the stakeholders through: • **Code of Conduct & Code of Supplier:** · Posted in MedcoEnergi's website · Code of Conduct: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/our-code/ · Code of Supplier: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/code-of-supplier/ · Internal familiarisations and engagements: Annual Statements of Adherence (SoA) - email blast on May 2024 and Conflicts of Interest (CoI) declarations - email blast on October 2024 · External familiarisations and engagements: email blast to business partners and suppliers for SoA (July 2024) and COI (November 2024) • **Sustainability Policy:** · Posted in MedcoEnergi's website https://www.medcoenergi.com/en/our-sustainability/our-approach/sustainability-policy/ · Internal familiarisations and engagements: (1) Medco 101 (May 2024 & October 2024) – for New Leaders; (2) South Natuna Sea Block B Matak and Hang Tuah; (3) Apprentice Presentation (September 2024); (4) MRPR (November 2024); (5) Block A (December 2024); (6) Subsurface Academy (May 2024) · External familiarisations and engagements: (1) Oman Vendor Day (January 2024); (2) SCM Vendor Day (February 2024); (3) Bualuang Vendor Day (September 2024) • **Community Development Policy:** · Posted in MedcoEnergi's website https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ • **Human Rights Policy:** · Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/human-rights/ · Internal familiarisations and engagements: (1) Internal newsletter (March 2024); (2) Human Rights Socialisation and Training with BSR for all employees (March 2024); (3) Human Rights Policy Socialisation and Training with BSR for Thailand managers (March 2024); (4) Medco Subsurface Academy (May 2024); (5) Medco 101 (October 2024); (6) Human Rights Socialisation for Leaders in MRPR (November 2024) & Block A (December 2024); (7) Subsurface Academy · External familiarisations and engagements: (1) SCM Vendor Day (February 2024); (2) SCM Newsletter (June 2024); • **HSE Policy** · Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/health-safety/hse-policy/ · Internal familiarisations and engagements: email blast to all employees in October 2024 • **Security Policy** · Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ • **Anti-Money Laundering Policy:** · Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/ · Internal formalisation and engagements: refer to GRI 205-2 · External formalisation and engagements: refer to GRI 205-2 All of our policies are available in English and Indonesian and accessible through their respective websites.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2024
GRI 2-24	General Disclosures	Embedding Policy Commit-ments	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 part of the BoD's roles and responsibilities to oversee the implementation of the policy commitments. It is written as follows: • MedcoEnergi's 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 as well as to achieve an effective and efficient business operation conducted in accordance with all applicable laws and regulation". This statement is aligned with the 2023 Sustainability Report page 55: "Pursuing Excellence in Our Governance" and 2023 Annual Report page 92 "Corporate Governance". 2. There are various divisions in the organisation with day-to-day responsibilities for implementing each of the policy commitments. It is officially stated in the following documents: • MedcoEnergi's 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 the 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 are 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 MedcoEnergi's Sustainability Manual, page 8-9 of 20. Furthermore, information about both the SRMC and GCG committees can be found in the 2023 Annual Report, pages 108-109 and the 2023 Sustainability Report, pages 56. 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 organisation are held for cross-functional, employees and business partners. The activities and results are reported to the GCG (Good Corporate Governance) Committee (for BoC and BoD) by the Audit and Integrity Compliance (AIC) Division. 5. The Corporate Ethics and Compliance Committee/CECC was established in October 2024 to ensure objective and fair processes in addressing all reported incidents as well as align with legal requirements, industry standards, and international best practices. All allegation reports received through whistleblowing channels were promptly followed up by applying the principles of trust, impartiality, and protection. MedcoEnergi determined the appropriate and consistent disciplinary actions in accordance with our procedures for addressing allegation reports. These procedures involved a thorough review process by the Ethics and Compliance Committee, consisting of the Board of Directors (BoD) level, the Head of Corporate A&IC, HR, Legal, and other relevant functions as deemed necessary. This information can be accessed through https://www.medcoenergi.com/en/our-sustainability/governance-ethics/good-corporate-governance/.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2024
GRI 2-24	General Disclosures	Embedding Policy Commit-ments	a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:		
			ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures	Corporate	1.a. We have an Enterprise Risk Management (ERM) policy in place (MEI-CRM-GL-001 dated 1 July 2022), which is aligned with our policies. All risks considered across the universe of risk categories reflect how responsible business conduct is implemented. 1.b. Our policies align with the following 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 were conducted in 2022, and the results were used to establish our standalone human rights policy. • The Human Rights Impact Assessment (HRIA) for Block A and JOB Tomori was conducted in 2023 and finalised in January 2024. The HRIA was conducted as part of lenders' request to meet Equator Principles 4/EP4 requirements. 1.c. As part of the annual Performance Management System (PMS) cycle, we incorporate sustainability-related key performance indicators (KPIs) into our Team Performance Contracts (TPCs). We align TPC outcomes with our reward programmes, including salary reviews and performance incentives. 2. The Sustainability Assessment Guidelines for Projects December 2020 and updated in December 2024, as well as Sustainability Assessment Guidelines for Operations November 2022 documents show 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 MedcoEnergi's Code of Conduct in the section entitled "Respecting Our Stakeholders", sub-section "Our Business Partners" and Code of Supplier. Contracts between MedcoEnergi and third parties using MedcoEnergi's standard contracts include clauses that the contractors in countries where MedcoEnergi operates have committed themselves to complying with. This includes all applicable laws and regulations and MedcoEnergi's Business Ethics (Code of Conduct and Code of Supplier). Our business processes consider the Code of Conduct's and Code of Supplier's commitments whenever we determine whether to initiate, continue, or terminate a business relationship. The latest contract template, incorporating a standalone Human Rights Policy and Sustainability Policy, was first implemented in July 2024.
			iv. Training that the organization provides on implementing the commitments	Corporate	MedcoEnergi provides various capability building and engagement sessions on implementing policy commitments: • Programmes to upgrade employees' skills and transition assistance refer to GRI 404-2. • Code of Conduct training refers to GRI 205-2 e through apprentice inductions 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.

05 Pursuing Excellence in Our Governance

GRI 205: Anti-Corruption

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2022		2023		2024	
					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	11	100%	11	100%	11	100%
				Oil & Gas International	2	100%[1]	2	100%	2	100%
				Power	8	53%[2]	10	71%[3]	10	63%[4]
			b. Significant risks related to corruption identified through the risk assessment	Corporate	**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. **2024:** Corporate crime liability risk, procure to pay fraud risk, conflict of interest risk, OFAC violations risk and other sanction compliance violation, business ethics violation, risk of intellectual property infringement/misappropriation and risk of workplace conflict and harassment.					
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	13	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	2,602	100%	2,597	100%	2,526	100%
				Power	807	100%	901	100%	1,013	100%

[1] This number is based on 2 assets: Thailand and Oman.
[2] This number is based on 15 assets because the Mitra Energi Batam and Dalle Energi Batam are regarded as one entity.
[3] This number is based on 14 assets because 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).
[4] This number is based on 16 assets due to several conditions:
- The exclusion of Medco Solar Bali Barat (MSBB) due to Medco Solar Bali Timur (MSBT) Project completion as per 1 January 2024, all employees of MSBB were transferred to MSBT.
- The inclusion of Medco Power Energi Services and Medco Power Geothermal Services.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2022		2023		2024	
					Value	%	Value	%	Value	%
GRI 205-2	Anti-Corruption	Communication and training on anti-corruption policies and procedures	c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to	Oil & Gas Domestic and International	708	100%	693	100%	655	100%
				Power	2,039	100%	1,615	100%	2,181	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	13	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)	2,602	100%	2,597	100%	2,526	100%
				Light Education (Power)	807	100%	901	100%	1,013	100%
				Participative Training (Oil & Gas Domestic and International)	2,578	99.08%	2,534	97.57%	2,491	98.61%
				Participative Training (Power)	805	99.75%	900	99.89%	1,012	99.90%
				Intensive Training[1] (Oil & Gas Domestic and International)	351	13.49%	707	27.22%	590	23.36%
				Intensive Training[2] (Power)	177	21.93%	265	29.41%	505	49.85%

[1] In 2023 and 2024, 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 in 2023 and 2,207 participants in 2024 (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 and 2024, 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 in 2023 and 788 participants in 2024 (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	2022	
					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	10%	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	64 hours	-
				Power	-	-
			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	-	0.17%
				Power	-	-
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	2022	2023	2024
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 and Thailand in 2022.

06 Realising Our Climate Aspirations

GRI 302: Energy - Oil & Gas[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2022	2023	2024
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	36,755,762.58[a]	38,296,845.28[b]	34,899,653.31[c,d]
				• 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	• 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	107,655.17[a]	264,406.66[b]	332,816.77[c,e]
				• 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	• Gasohol (E5) • Diesel (B7) • Biodiesel (B30) • Biodiesel (B35) • Solar energy
			c. In gigajoules, the total:			
			i. Electricity consumption;	162,801.89[f]	177,400.20[g]	246,981.54[h,j]
			ii. Heating consumption;	-	-	-
			iii. Cooling consumption;	-	-	-
			iv. Steam consumption	-	-	487,971.87[i,k]
			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	37,026,219.64[a,f]	38,738,652.13[b,g]	35,967,423.49[c,d,e,h,i,j,k]
			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 organisation 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 2024 can be found on page 14.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2022	2023	2024
GRI 302-3	Energy	Energy intensity	a. Energy intensity ratio for the organization	2.47[a,f]	2.88[b,g]	2.86[c,d,e,h,i,j,k,l]
			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		Fuel (renewable and non-renewable), electricity, and steam
			d. Whether the ratio uses energy consumption within the organization, outside of it, or both	Within the organisation		

Additional remarks for GRI 302: Energy - Oil & Gas in 2024

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 302-1 and 302-3	a	Scope of assets	The list of assets in 2022 — **International**: Oman, Thailand, Singapore Office and Malaysia Office; **Domestic**: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, Bangkanai, South Natuna Sea Block B, 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**: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, Bangkanai, Palembang Office, South Natuna Sea Block B, Sampang, Madura Offshore, Corridor and Jakarta Office. Malaysia Office is not included starting 2023, due to stop operating in November 2022.
	c	Scope of assets	The list of assets in 2024 — **International**: Oman, Thailand and Singapore Office; **Domestic**: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, Bangkanai, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Madura Offshore, Corridor and Jakarta Office.
	d	Justification for the decrease in energy consumption from non-renewable	Lower compressor fuel gas consumption in Suban (Corridor).
	e	Justification for the increase in energy consumption from renewable	Higher biodiesel fuel consumption from drilling activities in Madura Offshore, South Natuna Sea Block B and Corridor; implementation of biodiesel (B7) for supply vessel in Thailand; and solar PV installation in Offshore assets.
	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	List of assets	The list of assets in 2024 that consume energy from purchased electricity consist of Rimau, South Sumatra Block, Lematang, Tarakan, Block A, Bangkanai, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Thailand, Oman, Singapore Office, Jakarta Office and Corridor.
	i	List of assets	In 2024, the asset that consume energy from purchased steam is Oman.
	j	Justification on the increase in purchased electricity consumption	Implementation of power conversion to national grid in Onshore assets.
	k	Inclusion of purchased steam consumption	Inclusion of energy from purchased steam for steam flood pilot in Oman.
	l	Justification on the decrease in energy intensity	Lower compressor fuel gas consumption in Suban (Corridor).

GRI 302: Energy - Power[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2022	2023	2024
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	24,309,197.20[a]	25,226,144.25[a]	24,567,004.39[a,b]
				• Gasoline • Diesel • Natural gas		
			b. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used	322.02[a]	570.08[a]	434.40[a,c]
				• Biodiesel (B30) • Solar energy	• Biodiesel (B30) • Biodiesel (B35) • Solar energy	• Biodiesel (B35) • Solar energy
			c. In gigajoules, the total:			
			i. Electricity consumption;	6,806.03[a]	6,070.45[a]	6,674.70[a]
			ii. Heating consumption;	-	-	-
			iii. Cooling consumption;	-	-	-
			iv. Steam consumption	-	-	-
			d. In gigajoules, the total:			
			i. Electricity sold;	9,925,642.40[a]	10,132,680.46[a]	10,005,930.07[a,d]
			ii. Heating sold;	-	-	-
			iii. Cooling sold;	-	-	-
			iv. Steam sold	-	-	-
			e. Total energy consumption within the organization, in gigajoules	14,390,682.85[a]	15,100,104.31[a]	14,568,183.42[a,e]
			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 organisation 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	5.21[a]	5.36[a]	5.23[a]
			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 organisation		

[1] Additional remarks for GRI 302: Energy - Power in 2024 can be found on page 16.

Additional Remarks for GRI 302: Energy - Power in 2024

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 302-1 and 302-3	a	List of assets	The list of assets in 2022 - 2024 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jathropha Indonesia, Pembangkitan Pusaka Parahiangan and Medco Power Indonesia Head Office.
	b	Justification on significant decrease in non-renewable energy consumption within the organization in 2024	The significant decrease of non-renewable energy consumption is mainly due to decreasing amount of electricity production and natural gas consumption.
	c	Justification on significant decrease in renewable energy consumption within the organization in 2024	The significant decrease of renewable energy consumption is mainly due to decreasing biofuel and solar panel usage in 2024
	d	Explanation on 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, namely State Electricity Company (*Perusahaan Listrik Negara*/PLN), while in Multidaya Prima Elektrindo, Energi Prima Elektrika, Bio Jathropha Indonesia and Pembangkitan Pusaka Parahiangan, the actual production contains electricity sold to third-party and internal consumption.
	e	Justification on significant decrease in energy consumption within the organization in 2024	The significant decrease of energy consumption is mainly due to decreasing amount of electricity production and natural gas consumption.

GRI 305: Emissions - Oil & Gas[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2022	2023	2024
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	4,345,147.09[a]	4,223,200.48[a]	3,738,219.65[b,c]
				JOB Tomori[2]	97,332.78	79,542.55	76,689.48
			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	3,902,450.95	3,835,109.15	3,360,378.45[d]
			ii. Gross direct (Scope 1) GHG emissions from flaring;	Oil & Gas	340,562.46	317,246.99	312,829.22[e]
			iii. Gross direct (Scope 1) GHG emissions from venting;	Oil & Gas	31,308.86	28,092.93	23,000.46[f]
			iv. Gross direct (Scope 1) GHG emissions from process (feedstock) emissions;	Oil & Gas	1,439.19	2,154.81	863.64[g]
			v. Gross direct (Scope 1) GHG emissions from fugitives	Oil & Gas	69,385.62	40,596.59	41,147.88[h]
			c. Gases included in the calculation	Oil & Gas	CO_2, CH_4, N_2O, HFCs		

*) 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 2024 can be found on page 21-22.
[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.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2022	2023	2024
GRI 305-1	Emissions	Direct (Scope 1) GHG emissions	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	134,408.39[a]	98,520.42[a]	88,938.97[b,j]
			ii. Percentage of gross direct (Scope 1) GHG emissions from CH_4	Oil & Gas	3.09%	2.33%	2.38%
			e. Biogenic CO_2 emissions in metric tons of CO_2 equivalent	Oil & Gas	7,935.30[a]	18,887.01[a]	23,924.14[b,j]
			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		
			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 organisation 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	24,390.27[k]	26,354.18[l]	72,584.14[m,n,o]
			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.		60,359.02[m,n,p]
			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		CO_2, CH_4, N_2O

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2022	2023	2024
GRI 305-2	Emissions	Energy indirect (Scope 2) GHG emissions	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	**2022:** 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 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 **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 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 **2024:** Source of emissions factors: · API Compendium 2009 · IPCC Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 · 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 · Scope 2 market-based emissions of South Sumatra Block, Lematang and Bangkanai are calculated using the emission factor from Renewable Energy Certificates (RECs) Source of GWP rates: IPCC Fourth Assessment Report		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2022	2023	2024
GRI 305-2	Emissions	Energy indirect (Scope 2) GHG emissions	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 organisation level for quantification and reporting of greenhouse gas emissions and removals		
GRI 305-3	Emissions	Other indirect (Scope 3) GHG emissions	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent.	Oil & Gas	Not available		24,971,600.20[q,r]
			i. Scope 3 Category 3: Fuel and energy-related activities (not included in Scope 1 or Scope 2)	Oil & Gas			50,447.12[q,s]
			ii. Scope 3 Category 10: Processing of sold product	Oil & Gas			1,841,562.30[q]
			iii. Scope 3 Category 11: Use of sold product	Oil & Gas			23,079,590.78[q]
			b. 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, CH_4, N_2O
			c. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	Oil & Gas	**2022-2023:** Not available **2024:** Categories included: • Category 3 (Fuel and Energy-Related Activities (Not Included in Scope 1 or Scope 2)) • Category 10 (Processing of Sold Product) • Category 11 (Use of Sold Product)		
			d. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	Oil & Gas	**2022-2023:** Not available **2024:** Source of emissions factors: • Internal calculation with reference to GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI (2011), GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI (2011), Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 • UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2022 • UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2021 • UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2017 • Emissions from Oil and Gas Operations in Net Zero Transitions from International Energy Agency (IEA), 2023 • Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 4 2006 • Emission intensity from downstream value chain companies Source of GWP rates: IPCC Fourth Assessment Report		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2022	2023	2024
GRI 305-3	Emissions	Other indirect (Scope 3) GHG emissions	e. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	**2022-2023:** Not available **2024:** • The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI, 2004 • The GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI, 2011 • The GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI, 2011 • Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions from Ipieca and API, 2016 • American Petroleum Institute (API) Compendium 2009 • GHG emissions related to categories 10 and 11 are calculated based on product sold and considering an estimated destination of use, based on buyer's information, buyer's publication and literature data (World Oil Final Consumption per Product from IEA, 2022)			
GRI 305-4	Emissions	GHG emissions intensity	a. GHG emissions intensity ratio for the organization				
			i. Scope 1;	Oil & Gas	289.44[a]	314.49[a]	297.76[b,c,u]
				JOB Tomori[1]	95.27	71.13	70.01
			ii. Scope 1 + Scope 2	Oil & Gas	291.07[a,k]	316.45[a,l]	302.57[b,c,m,n,o,t,u]
			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		
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	5,702.07[a]	5,958.34[a]	5,652.53[b,v]
			ii. SO_x (tonne/year);	Oil & Gas	697.63[a]	698.37[a]	598.22[b,w]
			iii. Persistent organic pollutants (POP);	Oil & Gas	Not applicable		
			iv. Volatile organic compounds (VOC, tonne/year);	Oil & Gas	2,032.69[a]	1,289.48[a]	1,214.47[b,x]
			v. Hazardous air pollutants (HAP);	Oil & Gas	Not applicable		
			vi. Particulate matter (PM, tonne/year);	Oil & Gas	246.03[a]	261.50[a]	247.13[b,y]
			vii. Other standard categories of air emissions identified in relevant regulations	Oil & Gas	Not available		

[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	2022	2023	2024
GRI 305-7	Emissions	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	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 organisation 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 2024

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1, 305-4, and 305-7	a	Scope of assets	The list of assets that calculate GHG Scope 1 Emissions in 2022-2023 — **International**: Oman and Thailand; **Domestic**: Rimau, South Sumatra Block, Lematang, Bangkanai, Tarakan, Block A, South Natuna Sea Block B, 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	Scope of assets	The list of assets that calculate GHG Scope 1 Emissions in 2024 — **International**: Oman and Thailand; **Domestic**: Rimau, South Sumatra Block, Lematang, Bangkanai, Tarakan, Block A, Palembang Office, Banda Aceh Office,South Natuna Sea Block B, Sampang, Madura Offshore, Corridor and Jakarta Office.
	c	Justification for the decrease in GHG Scope 1 emissions	Lower due to operational improvements, GHG emission reduction projects, and natural production decline from several assets.
	d	Justification for decrease in GHG Scope 1 combustion emissions	Lower due to implementation of fuel optimization projects and natural production decline from several assets.
	e	Justification for the decrease in GHG Scope 1 flaring emissions	Lower due to implementation of flare reduction projects and less non-routine activities in Bangkanai and Block A.
	f	Justification for the decrease in GHG Scope 1 venting emissions	Lower well completion days for drilling activities in Thailand.
	g	Justification for the decrease in GHG Scope 1 process emissions	Process dehydration emission adjustment in Lematang.
	h	Justification for the increase in GHG Scope 1 fugitive emissions	Refrigerant emission inclusion at Dew Point Control Unit in South Natuna Sea Block B.
	i	Justification for the decrease in methane emissions	Implementation of methane emission reduction efforts; less non-routine flaring in Bangkanai and Block A; and lower well completion days for drilling activity in Thailand.
	j	Justification for the increase in biogenic CO_2 emissions	Higher biodiesel fuel consumption from drilling activities in Madura Offshore, South Natuna Sea Block B and Corridor.
GRI 305-2 and GRI 305-4	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, Corridor and Jakarta Office.
	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, Corridor and Jakarta Office.

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-2 and GRI 305-4	m	List of assets	The list of assets in 2024 that consume energy from purchased electricity consist of Rimau, South Sumatra Block, Lematang, Tarakan, Block A, Bangkanai, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Thailand, Oman, Singapore Office, Corridor and Jakarta Office.
	n	List of assets	In 2024, the asset that consume energy from purchased steam is Oman.
	o	Justification for the increase in location-based GHG Scope 2 emission	Inclusion of emissions from purchased steam for steam flood pilot in Oman.
	p	Disclosure of market-based GHG Scope 2 emissions	In 2024, in regards of market-based method: • MedcoEnergi purchased Renewable Energy Certificates (RECs) for Bangkanai, South Sumatra Block and Lematang. • Rawa and Ramba (Corridor) use emission factor derived from API Compendium 2009 for both location-based and market-based method. • Assets that did not purchase RECs are Rimau, Tarakan, Block A, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Thailand, Oman, Singapore Office and Jakarta Office which use its respective location-based emission factor due to unavailability of residual mix emission factor published by the government. • Oman's purchased steam uses emission factor derived from stationary combustion approach based on IPCC v.2 2006 for both location-based and market-based method.
GRI 305-3	q	Consolidation approach for emissions	Operational control
	r	List of assets	The list of assets that calculate GHG Scope 3 Emissions in 2024 — **International**: Oman, Thailand and Singapore Office; **Domestic**: Rimau, South Sumatra Block, Lematang, Bangkanai, Tarakan, Block A, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Madura Offshore, Corridor and Jakarta Office. Oman is not included in Category 10 & 11 calculation due to the production belonging to Oman's National Oil Company.
	s	Calculation approach of GHG Scope 3 Category 3	• GHG Scope 3 Category 3 includes well-to-tank emission for purchased fuel, electricity, steam, and the transmission and distribution losses of purchased electricity. • GHG Scope 3 Category 3 from purchased electricity including transmission and distribution losses are calculated using location-based method. • GHG Scope 3 Category 3 from purchased steam is calculated using location-based method. The calculation does not include transmission and distribution losses due to on-site steam generated by a third-party company.
GRI 305-4	t	Calculation approach of GHG Scope 1+2 Intensity	Total Scope 1+2 emission intensity metrics calculated using scope 2 market-based method.
	u	Justification for the decrease in GHG Intensity Scope 1 and Scope 1+2	Lower GHG emissions intensity due to lower GHG emission as a result of GHG emission reduction projects and natural production decline from several assets.
GRI 305-7	v	Justification for the decrease in NO_x emission	Lower fuel gas consumption due to equipment optimization and power conversion to national grid in Onshore assets and natural production decline in South Natuna Sea Block B.
	w	Justification for the decrease in SO_x emission	Lower H_2S composition in acid gas burned in Lematang.
	x	Justification for the decrease in VOC emission	Lower venting emissions from Crude Storage Tank align with natural production decline in Rimau.
	y	Justification for the decrease PM emission	Lower days of drilling activity in Thailand.

GRI 305: Emissions - Power[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2022	2023	2024
GRI 305-1	Emissions	Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent	1,365,141.13[a]	1,416,624.90[a]	1,379,610.21[a,b]
			b. Gases included in the calculation	CO_2, CH_4, N_2O		
			c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent	4.60[a]	14.59[a]	12.47[a,c]
			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 organisation 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	1,760.47[a]	1,565.65[a]	1,726.21[a,d]
			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		Not applicable for Medco Power operations
			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 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia		

[1] Additional remarks for GRI 305: Emissions - Power in 2024 can be found on page 25.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2022	2023	2024
GRI 305-2	Emissions	Energy indirect (Scope 2) GHG emissions	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 organisation level for quantification and reporting of greenhouse gas emissions and removals		
GRI 305-3	Emissions	Other indirect (Scope 3) GHG emissions	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent.	Not available		235,682.82[a,e]
			i. Scope 3 Category 3: Fuel and energy-related activities (not included in Scope 1 or Scope 2)			235,682.82[a,e,f]
			b. 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, CH_4, N_2O
			c. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	**2022-2023:** Not available **2024:** Category included: • Category 3 (Fuel and Energy-Related Activities (Not Included in Scope 1 or Scope 2))		
			d. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	**2022-2023:** Not available **2024:** Source of emissions factors: • Internal calculation with reference to GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI (2011), GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI (2011), and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 • UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2022 • UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2021 • UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2017 Source of GWP rates: IPCC Fourth Assessment Report		
			e. Standards, methodologies, assumptions, and/or calculation tools used	**2022-2023:** Not available **2024:** • The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI, 2004 • The GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI, 2011 • The GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI, 2011 • American Petroleum Institute (API) Compendium 2009		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2022	2023	2024
GRI 305-4	Emissions	GHG emissions intensity	a. GHG emissions intensity ratio for the organization			
			i. Scope 1;	0.49[a]	0.50[a]	0.50[a]
			ii. Scope 1 + Scope 2	0.50[a]	0.50[a]	0.50[a]
			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);	4,416.51[g]	7,315.50[g]	6,547.47[g]
			ii. SO_x (tonne/year);	136.11[g]	172.30[g]	371.43[g]
			iii. Persistent organic pollutants (POP);	Not applicable		
			iv. Volatile organic compounds (VOC, tonne/year);			
			v. Hazardous air pollutants (HAP);			
			vi. Particulate matter (PM, tonne/year);	336.27[g]	523.01[g]	634.07[g]
			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 in 2024

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1, 305-2, 305-3, and 305-4	a	List of assets	The list of assets in 2022 - 2024 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jathropha Indonesia, Pembangkitan Pusaka Parahiangan and Medco Power Indonesia Head Office.
GRI 305-1	b	Justification for the significant decrease in Scope 1 GHG emissions in 2024	The significant decrease in Scope 1 GHG emissions in 2024 is mainly due to decreasing amount of electricity production and operational hours in 2024 compared to 2023 followed by the decrease of fuel consumption from natural gas.
	c	Justification for the significant decrease in biogenic CO_2 emissions	The significant decrease in biogenic CO_2 emissions due to decreasing use of biodiesel (B35).
GRI 305-2	d	Justification on significant increase in Scope 2 GHG emissions in 2024	The significant increase in GHG Scope 2 emissions is mainly due to increasing unplanned outages at operational assets.
GRI 305-3	e	Consolidation approach for emissions	Operational control
	f	Calculation approach of GHG Scope 3 Category 3	GHG Scope 3 Category 3 includes well-to-tank emission for purchased fuel, electricity, and the transmission and distribution losses of purchased electricity.
GRI 305-7	g	List of assets	The list of assets in 2022 - 2024 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, and Medco Ratch Power Riau.

07 Enchancing Our Environmental & Social Safeguards

GRI 303: Water and Effluent[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2022	2023	2024
GRI 303-3	Water and Effluents	Water Withdrawal[2,3]	a. Total water withdrawal by source in megaliters				
			Surface Water	Oil & Gas	272	303	321
				Power	259,701	195,525	254,975
			Seawater	Oil & Gas	13,035	12,403	12,549
				Power	104	116	34
			Groundwater	Oil & Gas	1,308	1,758	2,238
				Power	4	3	2
			Third Party	Oil & Gas	12	34	35
				Power	1	1	94
			Produced Water	Oil & Gas	33,075	32,453	34,390
			Total Water Withdrawal	Oil & Gas	47,702	46,951	49,533
				Power	259,810	195,645	255,105
			b. Breakdown of total water withdrawal from each of the sources in megaliters				
			Freshwater (incl. surface water, groundwater, third party)	Oil & Gas	756	806	850
				Power	259,702	195,529	255,072
			Non-freshwater (incl. seawater)	Oil & Gas	46,947	46,145	48,683
				Power	108	116	34
GRI 303-4	Water and Effluents	Water Discharge[4,5]	a. Total water discharge to destination in megaliters				
			Surface Water	Oil & Gas	138	195	195
				Power	258,432	194,609	253,949
			Seawater	Oil & Gas	22,557	21,723	21,716
				Power	69	37	23
			Groundwater	Oil & Gas	0	0	0
				Power	5	4	4
			Third Party	Oil & Gas	0	53	51
				Power	0	0	0
			Reinjected Produced Water[6]	Oil & Gas	23,258	22,808	24,019
			Total Water Discharge to Environment	Oil & Gas	22,695	21,971	21,963
				Power	258,506	194,650	253,976

1 The GRI 303 Water and Effluents disclosures are not assured.
2 Water withdrawals in Oil & Gas in 2022-2024: **International**: Thailand and Oman; **Domestic**: Block A, South Natuna Sea Block B, Corridor, South Sumatra Block, Rimau, Lematang, Madura Offshore, Sampang, Bangkanai, Tarakan. We exclude water produced in Oman as it is managed by our client (Petroleum Development Oman/PDO).
3 Water withdrawals in Power in 2022-2024: Riau IPP/Medco Ratch Power Riau (MRPR), Mitra Energi Batam (MEB), Dalle Energi Batam (DEB), Energi Listrik Batam (ELB), Multidaya Prima Elektindo (MPE), Energi Prima Elektrika (EPE), Bio Jatropha Indonesia (BJI), Pembangkitan Pusaka Parahiangan (PPP).
4 Water discharges in Oil & Gas in 2022-2024: **International**: Thailand and Oman; **Domestic**: Block A, South Natuna Sea Block B, Corridor, South Sumatra Block, Rimau, Lematang, Madura Offshore, Sampang, Tarakan.
5 Water discharges in Power in 2022-2024: Riau IPP/Medco Ratch Power Riau (MRPR), Mitra Energi Batam (MEB), Dalle Energi Batam (DEB), Energi Listrik Batam (ELB), Multidaya Prima Elektindo (MPE), Energi Prima Elektrika (EPE), Bio Jatropha Indonesia (BJI), Pembangkitan Pusaka Parahiangan (PPP).
6 Reinjected produced water include: **International**: Thailand; **Domestic**: Block A, Corridor, South Natuna Sea Block B East Hub Operation (EHO), South Sumatra Block, Rimau, Bangkanai, Tarakan.

08 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	2022	2023	2024
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	4,825,955	5,023,853	4,997,392
					Power	1,118,246	1,197,657	1,321,089
				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	Not applicable
					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	2022	2023	2024
GRI 403-9	Occupational Health and Safety	Work-related injuries for all employees and workers	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	4	3
					Power	-	-	3
				The rate of recordable work-related injuries (per 1,000,000 man-hours)	Oil & Gas	0.28	0.17	0.11
					Power	-	-	0.57
				The number of hours worked	Oil & Gas	21,331,926	23,504,925	26,163,724
					Power	2,415,280	3,112,802	5,239,420
				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	Head wound injury, left thumb got pinched by wrench and laceration/ bruises elbow injury
					Power	Not applicable		Laceration on the head, laceration on the left arm and laceration on the left hand finger

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2022-2024
GRI 403-9	Occupa-tional Health and Safety	Work-related injuries for all employees and workers	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 minimise risks using the hierarchy of controls	**Oil & Gas**	**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 minimise 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 minimise 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	2022-2024
GRI 403-9	Occupa-tional Health and Safety	Work-related injuries for all employees and workers	The work-related hazards that pose a risk of high-conse quence 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 minimise risks using the hierarchy of controls		**2024:** As a continuation for good safety culture, all sites and facilities conducted hazard identification, risk assessment, risk mitigation and develop preventive actions aligned with MedcoEnergi Management System and all related procedures and guidelines. Continuation of review and audit are also performed to enable each asset to minimise or eliminate potential major hazard incident and high potential events occurrence and reduce the risk within operations. Leading Metric with specific focus area is also developed to improve site/function awareness and capabilities to prevent incidents. Identified hazards that pose a risk of high-consequence injury 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 operation • Marine operation, including potential vessel collision with facility and boat transfer • Land transportation • Use of explosive material & detonator to support activity • Pressurised gas cylinder • Lifting activity • Forest/bush fire • Health issue
						Power
						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 minimise 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	2022-2024
GRI 403-9	Occupa-tional Health and Safety	Work-related injuries for all employees and workers	The work-related hazards that pose a risk of high-conse quence 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 minimise risks using the hierarchy of controls		**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 minimise 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. **2024:** Medco Power has identified work-related hazards for power plant operation and project. In the process of identifying potential hazards in the work environment, Medco Power utilises 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. However, there are several cases of medical treatment and first aid, where the main causes are slip, trip, fall (STF) hazards, contact with moving equipment parts, and contact with hot materials. These hazards are classified into Life Saving Rules (LSR) related to the line of fire, work at height, lifting, and work authorisation. Medco Power encourages all leaders to make sure that everyone 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, developing work procedures and instructions for safe work methods, providing appropriate personal protective equipment for all workers, increasing Life Saving Rules safety awareness, and conducting mandatory HSE training for all workers.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2022-2024
GRI 403-9	Occupa-tional Health and Safety	Work-related injuries for all employees and workers	Actions taken to eliminate other work-related hazards and minimise risks using the hierarchy of controls.		**Oil & Gas**	**2022:** MedcoEnergi has established Hazard recognition programme 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 minimises risks by continually improving the hazard observation programme 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. **2024:** MedcoEnergi eliminates and minimises risks by continually improving the hazard observation programme through Safety Card and Life Saving Rules (LSR) Field Verification, improving safety campaigns, 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, conducting Audit SIAP SELAMAT in Offshore Asset (Sampang, Matak & Belida) and Onshore Asset (Well Operations South Sumatra Block), engaging contractor through Contractor HSE Forum and Contractor Safety Ambassador, sharing learning from incidents and investigation results, conducting leadership visit to site, performing regular emergency drill exercise including for incident 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 organisation to systematically identify, assess, control and monitor operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment. MedcoEnergi also develop digitalisation aspect of safety campaign, safety observation and medical requirement as an effort to maximise coverage of information, process, or system into a digital format and integrating technology to improve efficiency, effectiveness, and accessibility.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2022-2024
GRI 403-9	Occupa-tional Health and Safety	Work-related injuries for all employees and workers	Actions taken to eliminate other work-related hazards and minimise risks using the hierarchy of controls.		**Power**	**2022:** Medco Power has integrated the Health, Safety and Environmental aspects into the HSE card programme 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. **2024:** Medco Power has integrated the Health, Safety, and Environmental Protection aspects into the HSE Card programme, 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 analysed 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 analysed 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	2022-2024
GRI 403-9	Occupa-tional Health and Safety	Work-related injuries for all employees and workers	Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked		Oil & Gas	**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.
					Power	**2023-2024:** The rates of work related fatalities, high-consequence work-related injuries (excluding fatalities) and recordable work-related injuries are calculated based on 1,000,000 hours worked.
			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	**2022 - 2024:** 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.
					Power	**2022 - 2024:** 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.

09 Creating Opportunities for Communities

GRI 203: Indirect Economic Impacts

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2022	2023	2024
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 2024 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/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.	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 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	**2022:** Information on the Social Return on Investment (SROI) Report result in South Natuna Sea Block B on Digital-based Smart School Programme 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 programmes in South Natuna Sea Block B and two programmes 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 programme include creating a market for fish seeds and enhancing local capacities.		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2022	2023	2024
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	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. **2024:** Information on the Social Return on Investment (SROI) Report result on two programmes in Block A, four programmes in Corridor, two programmes in Sampang and two programmes in Thailand listed below are provided in 2024 MedcoEnergi Sustainability Report on page 139-142: **Block A:** a. Sustainable Agriculture Programme (*Pertanian Sehat Ramah Lingkungan Berkelanjutan*/PSRLB), transforming unproductive land & boosting community interest in horticulture. b. Mother and Child Empowerment Center (*Rumah Pemberdayaan Ibu dan Anak*/RPIA) to provide standard access to education and health for both mothers and children. **Sampang:** a. Clean Water Wells aims to provide access to clean water for the community and farmer in Sejati Village. b. Fishing Tools Support Programme for the fishermen in Sampang Regency. **Corridor:** a. Village Education Strengthening Programme to improve local teachers capabilities and upgrading school education management systems. b. The Posyandu Development and Strengthening Programme focuses on fulfilling the nutritional needs of toddlers, pregnant women, and the elderly, as well as addressing stunting in children. c. The Rubber Cultivation and Down Streaming Programme aims to increase the productivity of rubber farmers. d. The Local Business Development Programme focuses on empowering the community's economy through training and technical assistance. **Thailand:** a. The Learning Space Development Project at Banhadsairi School, aims to provide students with a safe space and learning areas. b. The Sensory Room Project at Chumphon Panyanukul School, Chumpon Province, aims to help students with intellectual disabilities, multiple disabilities, and autism to improve their concentration, physical readiness, and mental preparedness for learning.		
			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 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.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2024 MedcoEnergi Sustainability Report Chapter 9 - Creating Opportunity for Communities page 139-142.

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

No.	Operations	2022	USD	2023	USD	2024	USD
1	Oman	-	-	-	-	-	-
2	Block A	• 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	• Mosque Renovation • School Facilities Renovation • Cleaned Water Drilled Water • Social Facilities Rehabilitation Support • Public Facilities Renovation • Road Rehabilitation Support • Street Lighting Support • House Construction for Vulnerable • Bridge Renovation • Sport Facilities • Winshock Pole • Village Culvert Rehabilitation	168,440
3	South Sumatra Block	• 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	• Village Road Rehabilitation & Maintenance • Mosque Renovation • School Facilities • Public Facility Rehabilitation • Social Facility Support • Cleaned water well & sanitation facilities	87,740
4	Rimau	• 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	• Village Street Rehabilitation • School Facility Renovation • Electricity Pole Support • Infrastructure and Facilities Support for Ramadhan Activities • Community Center Rehabilitation	19,551
5	South Natuna Sea Block B	• Solar Powered Street Lighting • Electricity Programme 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 Programme Support • Electrical for Vulnerable	33,748	• Natuna Tribune Construction • Mosque Renovation • Public & Social Facility Renovation • Festival Padang Melang • Program Penerangan Jalan Umum Tenaga Surya (PJUTS) • Electricity Programme	87,188
6	Lematang	• 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	• Mosque Renovation • Bridge Rehabilitation • Public Facility Rehabilitation Support	34,237

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

No.	Operations	2022	USD	2023	USD	2024	USD
7	Tarakan	• 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 Programme Facility Support • Sport Facility Support • Public Facility Renovation Support	9,584	• Social Facility Renovation • Mosque Renovation	1,712
8	Bangkanai	• 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	• Children Play Ground Facilities Construction • Tourism Village Programme • Bridge Rehabilitation • Road Rehabilitation • PDAM (Clean Water Reservoir) Rehabilitation	75,600
9	Madura Offshore	• Construction of Public Toilet and Mosque • Sea Parry Construction • Road & School Yard Rehabilitation • Drainage Canals Construction • Street Lighting • Clean Water Facilities	39,453	-	-	• School Class and Facilities Construction • Maternity Ward Construction • Fishermen Activity Building • Seawall Construction • Mosque Facility • Road Rehabilitation • Drainage Construction • Tourism Village Development • Sumenep Keris Monument Construction	112,869
10	Sampang	• 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	• Mosque Renovation • Village Security Post Construction • Public Toilet Construction • Clean Water Wells • Village Road Rehabilitation	34,499
11	Thailand	• School Roof Replacement • Children Centre Renovation Support • School Facilities Support • Pavillions for Local Food Business	16,758	-	-	• The Renovation of the Crab Bank Building (2023) • Basketball Court on Koh Tao Island (2023) • The Playground Equipment • Maintenance and Expansion of the Crab Bank Building	12,397

No.	Operations	2022	USD	2023	USD	2024	USD
12	Corridor	Public & Social Facilities Support	10,976	Cleaned Water Drilled Well for Community	6,364	• Cleaned Water Drilled Well for Community • Construction of Los Pasar Letang in Letang Village • School Renovation	44,589
	Subtotal Oil & Gas		**899,352**		**395,723**		**678,822**
13	Power	• 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	• Housing Support for Vulnerable People • Public Facilities Support • Electricity Support for Vulnerable People • Mosque/Church Renovation	19,406
	Subtotal Power		**5,777**		**10,563**		**19,406**
	Total		**905,129**		**406,286**		**698,228**

GRI 413: Local Communities

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2022	2023	2024
GRI 413-1	Local Communities	Operations with local community engagement, impact assessments, and development programmes[1]	a. Percentage of operations with implemented local community engagement, impact assessments and or development programmes, 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 programmes 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: 91.67%	Oil & Gas: 100% Power: 100%	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, Medco Solar Bali Timur, Medco Power Energi Services, and Medco Power Geothermal Services. 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	2022	USD	2023	USD	2024	USD
1	Oman	Sponsorship Young Talent to Participate Areei Distinguished Services LLC	779	-	-	Seaweed Pilot Project (Sponsorship for 1st & 2nd Term)	109,434
2	Block A	• Community Learning Center Programme • Programme Facilitator • Students Scholarship • Horticulture and Cultivation Programme (ginger, chilli, banana, papaya, nilam and corn) • Organic Farming Support Programme (training, facilitator, facilities and monitoring) • Honey Bee Cultivation Programme • Pond Fish Programme	132,621	• Community Learning Center (*Rumah Pemberdayaan Ibu & Anak*) • Refrigeration Business Equipment Support • Farming Development Programme (facilitator, facilities, training) • Chicken Cultivation Programme • Goat Farming Programme • Oyster Mushroom Cultivation • Oil Palm Cultivation Support • Cake & Bakery Business Support • Horticulture and Cultivation Programme (ginger, chilli, banana, corn, etc) • Pond Fishery Programme • Duck Farming Programme Support • Car Wash Business Support • Fishing Group Programme Support • Sewing Group Programme Support • Local Economic Development Support • Students Scholarship • Social & Stakeholder Mapping	91,587	• Community Learning Center (*Rumah Pemberdayaan Ibu & Anak*) • Learning Faciities Support • Tuition Assistance (Elementary to Undergraduate) • Health Counseling and Services for the Community • Assessment of Bottled Drinking Water Business Development • Local Economic Business Development Support • Farmer Groups Programme Support • *Pertanian Sehat Ramah Lingkungan Berkelanjutan* (PSRLB) • Farming Facilitator & Monitoring Activities • Training of Trainers for Potential Beneficiaries • Robusta Coffee Farmers Field Assessment • Planting Action Support • Social Mapping for Community Development Programme Improvement	227,337

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

No.	Operations	2022	USD	2023	USD	2024	USD
3	South Sumatra Block	• Local Processed Fish Business Support • Workshop & Study on Pipelines Impacts • Fishery Programme (Pond Fish & *Lebak Lebung*) • Local Catering Business Support • Food Resilience Support Programme • Programme Facilitator	33,499	• Football Coaching Clinic • SME Development Training for Fisheries Group • MSME Stakeholders Support Programme • Green Programme (fruit trees) • Food Security Programme • Goat Farming Programme • Employment Programme - Collaboration with Musi Banyuasin Disctrict Government • Social & Stakeholder Mapping/Study	38,803	• Teaching & Learning Aids • Sport Activities for Youth • Religious Activities Support • *Rumah Pemberdayaan Ibu Anak* (Community Learning Center) • Capacity Building • Health Equipment and Services • Stunting Programme • Fishery Programme • Woman Empowerment • Yard Utilization and Waste Management • Vegetable, Herb Medicinal Programme & Farming • Food Security Programme • MSME & Youth Business Development Programme • Employment Programme - Collaboration with Musi Banyuasin Disctrict Government • Green Programme (Fruit Trees & SKK Migas Programme) • Adiwiyata School Programme • Social Mapping Study	123,468
4	Rimau	• Small Business Enterprise Development Programme • Programme Facilitator • Herb Medicine Programme • Fishery Programme (fish feed and *lebak lebung*)	25,077	• Football Coaching Clinic & Sport Programme • Green Programme • Solar Cell Programme Support • Farming Programme • Herbal Programme • Fishery Programme • Vocational Training Programme	43,624	• Mangrove Planting as Green Programme SKK Migas • Youth Activity • Art Programme for Students • Sport Programme • Healthy and Clean Living Socialization • Stunting Prevention Programme • Vocational Training Programme • Fishery Programme • Chicken Farming Programme • Social Mapping • Community Youth Development Entrepreneur Programme	67,150

No.	Operations	2022	USD	2023	USD	2024	USD
5	South Natuna Sea Block B	• University Students Scholarship • Teacher Training - Distance Learning • Distance Learning Tools Support • Stunting Prevention Programme • Environmental Sanitation Programme • Grouper Cultivation Programme • Support for Smes Market Development • Food Resilience Support Programme • Pangeran Island Development • Coral Reef Transplants Programme • Household Waste Management Programme • Mangrove Nurseries Programme • Village Disaster Mitigation Programme • Development of Ecotourism Based on Raflesia Patma Flower • Social Mapping Study & Community Strategic Plan Formulation	297,715	• Undergraduate Students Scholarship • Stunting Programme • Food Security Support Programme • Grouper Cultivation Programme • Ecotourism Development Programme • Household Waste Management Programme • Evaluation Programme Study • Social & Stakeholder Mapping • Environmental Sanitation Programme • Market Development and Diversification MSME Products • Adiwiyata School Programme • Literation Programme for *Perpustakaan Daerah*	168,167	• Adiwiyata School Programme • Undergraduate Students Scholarship • Student Research & Writing Programme • Environmental Sanitation Programme • Stunting Programme • Crab & Honey Bee Cultivation • Grouper Cultivation Programme • MSME Programme - Renovation of Bilis Production House • Food Security Support Programme • Green Programme SKK Migas - Mangrove Nursery & Planting • Community Development Grand Design Study	274,419
6	Lematang	• Programme Facilitator • Small Business Support • Tourism Village Development Support • Tree Seeds Planting - Green Programme • Forest Fire Prevention Socialization	13,197	• Football Coaching Clinic • Stunting Programme • Entrepreneurship Programme • BUMDes Business Programme Support • Honey Bee Cultivation Facility Support • Organic Vegetable Cultivation Programme • Green Programme (fruit trees)	21,402	• Stunting Programme • Education Programme • Health Socialization & services • Honey Bee programme • Organic Vegetable Cultivation Programme • Green Programme SKK Migas • Comdev Programme Need Assessment & Grand Design	39,337
7	Tarakan	SMEs Product Promotion	525	• North Kalimantan Souvenirs Creativity Training • TISKEBAL - Maggot Programme Development • Organic Vegetable Programme • Social & Stakeholder Mapping/Study • Farming Training Programme • Promotion & Packaging Product Support • PROKLIM Support Facility • Socialization of Upstream Oil and Gas Activities	20,318	• Safety Driving Socialization • MSME Programme • Comdev Programme Grand Design	4,207

No.	Operations	2022	USD	2023	USD	2024	USD
8	Bangkanai	• Capacity Building for Village Heads & Officers • Heavy Equipment Training • Health Cadre Capacity Building • Local Economic Development • Revegetation/ Green Programme	32,844	• Fish Cages & Feed • Village Official Capacity Building on BUMDes Management • Chicken & Fish Farming • Reforestation/ Revegetation Programme • Social & Stakeholder Mapping	82,873	• BUMDes Monitoring Programme • Comdev Programme Grand Design • Cattle Farming	32,267
9	Madura Offshore	• Capacity Building • Fisherman Group Capacity Development Programme • Farming/ Agricultural Business Development Programme • MSME Business Development Support • Youth Development Support (automotive repair and *pencak silat*) • Economic Development Programme for Fisherman Group • Sakura & Matoa Planting Programme • Green Programme • Programme Facilitator	96,033	• Stunting Programme - Capacity Building for Health Cadres • MSME Development Programme Based on Local Resources • Programme Facilitator • Green Programme	162,091	• Fishermen Capacity Building & Fishing Tools Support • Women Empowerment Programme (Sewing, Fish Crackers, Palm Sugar, Meatballs, Cakes, Cookies, Pui Crackers) • Training and Automotive Workshop Facilities Support • Training and Carpentry Business Facilities Support • Programme Facilitator • Green Programme SKK Migas • Community Development Grand Design Study SKK Migas • MSME Programme	72,034
10	Sampang	• 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 Programme • Green Programme • Programme Facilitator	106,340	• Undergraduate Students Scholarship • Stunting Programme • MSME Development Programme Based on Local Resources • Local Economic Development • Green Programme	153,971	• Undergraduate Students Scholarship • Stunting Programme • Fishermen Training & Safety Capacity Building • Fishing Tools Support • Fishermen's Group Business Development Programme • MSME Programme • Programme Facilitator • Green Programme • SROI Study & Community Development Grand Design Study	133,171

No.	Operations	2022	USD	2023	USD	2024	USD
11	Thailand	• Green Mussel Farming • Fisheries Support (equipment and boat) • Student Lunch Programme 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 Programme • The Dried Seafood Product for Thribe Children • Sensory Room Phase 2	57,235	• Fish Aggregating Devices (FADs) • Mangrove Forest Conservtion Project • Supporting on Marine Waste Management Project for Fisheries Sector in 22 Provinces • PR Campaign on Renewable Energy and Conservation • 100 Prescription Eyeglasses to Elderly • 100 Anti Knock Helmets for Students • Providing Eyeglasses for 51 Schoolchildren • Blood Donation for Human Life Event • Support Fund to Local Fishery Association on 400 Bags of Rice for Prince Chumphon Memorial Day • Sponsorship for Safety Equipment • Support Fund to Purchase 20 Tents for Local Food Vendors • Training on Batik Fabric Making • Sensory Room Phase 2 • Scholarship for Children of F/A Members • Training on Promoting Children'S Rights, Reducing Bullying in Schools, and Hands-On Instruction in Batik Fabric Making • National Fishing Association of Thailand (NFAT) Scholarship 2024 • T-Shirt for Online Tutorial Project 2024 • A Training on Building Values of Honesty and Learning Basic First Aid • Mushroom Farming Initiative • Online Tutorial Project 2024 • A Support for Water Tank	84,714

No.	Operations	2022	USD	2023	USD	2024	USD
12	Corridor	• Community-Based Educational Institutional & Capacity Building Programme • Educational Funding Support (college-level scholarship) • Programme Synergy with Musi Banyuasin District Government on Vocational Center Development Programme • Nutrition Cadre and Village Health Management Strengthening Programme • Rubber Cultivation Programme • Local Business Development Programme • Upstream Oil & Gas Green Programme	328,537	• Teacher Capacity Building and Community Base Education • Scholarship for Undergraduate Students • Youth Integrity Programme • Training for *Posyandu* And Nutrition Post Cadres, Providing Additional Health Food and Counselling Support to Families of Stunted Children • Superior Rubber Cultivation Programme 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 Programme - Joint Programme of SKK Migas and PSCs	386,901	• Village Education and Strengthening Program • Synergy Programme of Youth Training & Education Activities at DISNAKERTRANS Musi Banyuasin • Scholarship for Undergraduate Students • Posyandu Development and Assistance Program • Rubber Cultivation and Down Streaming Programme • Local Business Development - Product Marketing Training • Mangrove Tree Planting • Community Development Grand Design Study (SKK Migas Programme) • SROI Study	421,519
	Subtotal Oil & Gas		**1,121,920**		**1,226,972**		**1,589,057**
1	Power	• Electricity for the Unfortunate Households • Donation for Vulnerable People (electricity, food, and sewing machine)	10,256	• Donation for Stunting Programme • Donation - Food Staple for Destitue Familyin Bondowoso and Banyuwangi • Donation in the Form of Food Staple for Disadvantaged Communitites	8,733	• Electricity Installation for Underprivileged Residents • Community Development on High School Student	9,730
	Subtotal Power		**10,256**		**8,733**		**9,730**
	Total		**1,132,176**		**1,235,705**		**1,598,787**

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

No.	Operations	2022	USD	2023	USD	2024	USD
1	Oman	• 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	• Sponsorship for Education Support and Living Cost • Participation in National Local Sport Event	80,046
2	Block A	• Health Programme (socialization, health food support) • Logistic Support for Flood Area • School Facilities Support	67,126	• Basic Food Supplies • Health Programme • School Transportation	21,002	• Milk & Health Mask for Community • Uniform for Community Group • Flood Evacuation Equipment Support	3,557
3	South Sumatra Block	• School Supplies Support • Community Social Activities • Vulnerable Support	4,750	Disaster Relief	6,737	• Disaster Relief • Basic Need for Vulnerable & Disabled Group	10,926
4	Rimau	• Health Programme (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 Programme Participation • Waste Management Activities Support • National Disaster Relief	23,304	• Health Programme (socialization, sport programme) • Transportation Support for Students • Religion Activities Support • Food Supply for Communities Affected by Flooding • Stunting, TBC, Malaria, AIDS Support Programme	17,094	• Sport Activities Support • Transportation Support for Students • Upstream Oil and Gas Activities Socialization • Health Socialization • Disaster Relief	11,632
5	South Natuna Sea Block B	• Earthquake & Flood Relief Programme • Support for Vulnerable Group	12,905	Antrophology Students' Scientific Papers Contribution	1,351	• Festival Padang Melang Support • Radio Communication Support • SKK Migas Run Festival	21,663
6	Lematang	• 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	• Basic Need Support for Vulnerable & Disabled Group • Facilities Support for Community Activities	5,050

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

No.	Operations	2022	USD	2023	USD	2024	USD
7	Tarakan	• Tidung Culture Support • Safety Riding Socializaton • Tarakan Literacy & *Kaligrafi* Festival • Health and Stunting Prevention Programme (examination, food support, and COVID-19 vaccination) • Garbage Bin and Waste Bank Support	3,163	• Health Programme (health socialization, nutritional food & medical tools support) • Sport Programme Support • School & Library Facility Support	4,624	Art Performing Stage Support	550
8	Bangkanai	Forest Fire Prevention Programme Support	1,000	-	-	Disaster Relief Programme	5,867
9	Madura Offshore	• Community Social Activites Support • Earthquake Relief Programme	7,734	-	-	• Community Activity Programme Support • Disaster Relief	9,448
10	Sampang	• Community Social Activities Support • Earthquake Relief Program	21,725	Flood and Drought Relief in Sampang City	2,081	• Community Activity Programme Support • Disaster Relief	5,846
11	Thailand	• 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	• National Journalist's Day • Chumphon Marine Festival 2024 • The 79th Indonesian Independence Series 2024 Sponsorship • The Royal Kathina Religious Ceremony - Amal de Moya Foundation (DMF) • The Royal Kathina Religious Ceremony - Ministry of Energy (MOE) • PTIT Annual Dinner 2024 • Society of Petrophysicists and Well Log Analysts (SPWLA) Asia Pacific 2024 Regional Conference Bangkok Thailand • 150 Medco logo stickers for first aid kit to NFAT • The National Fisheries Association of Thailand (NFAT) Annual General Meeting 2024 • Supporting on Typhoon Gay Memorial Day • The Royal Kathina Religious Ceremony 2024 from the Department of Mineral Fuels (DMF) • Disaster Relief Fund Donation for Flood Victims in The North and Northeastern Parts of Thailand	15,878

No.	Operations	2022	USD	2023	USD	2024	USD
12	Corridor	National Disaster Relief Program	17,000	-	-	-	-
	Subtotal Oil & Gas		**204,745**		**111,723**		**170,463**
	Power	• 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	• Donation to an Orphanage • Donation Qurban • Mangrove Treesplanting and Replanting Pine Trees • Donation Independence Day • Donation for Religius and Community Event • Donation for Disaster Victims • Donation for Teaching and Learning Activities • Donation for Indonesia International Geothermal Convention & Exhibition (IIGCE) • Elementary School Reading Facilities • Environment • Donation in the Form of Food Stapple for Disadvantage Communities • Sponsorship and Charity • Donation to Support Koramil's Transportation • Donation for Stunted Children • Sponsorship for Stakeholders' Programme (*Gotong-Royong*) • Donation Related to Religius (*Infaq*)	63,684
	Subtotal Power		**62,358**		**59,151**		**63,684**
	Total		**267,103**		**170,874**		**234,147**

GRI 410: Security Practices

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2022	2023	2024
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	99.34%	99.93%	99.86%
				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			

10 Empowering Our People

GRI 2: General Disclosures

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Entities	2022 Total	2023 Total	2024 Total
GRI 2-7	General Disclosures	Employees[1,2]	a. Total number of employees, and a breakdown by gender and region					
			Gender	Oil & Gas	**International**			
					Female	49	46	48
					Male	234	247	256
					Domestic			
					Female	459	457	445
					Male	1,860	1,847	1,777
				Power	Female	103	114	126
					Male	704	787	887
			Region	Oil & Gas	**International**			
					Oman	189	195	206
					Thailand (Bangkok Office)	51	53	50
					Thailand (Field)[3]	32	34	37
					Singapore Office	11	11	11
					Domestic			
					Block A	158	163	161
					South Sumatra Block	152	174	170
					Rimau	96	98	90
					South Natuna Sea Block B	301	289	272
					Lematang	22	20	18
					Tarakan	25	26	22
					Jakarta Office	1,272	1,250	1,227
					Bangkanai	41	42	39
					Sampang[4]	15	13	10
					Corridor	237	229	213
				Power	Medco Power Indonesia Head Office	126	126	137
					Pembangkitan Pusaka Parahiangan (Cianjur)	23	22	22
					Bio Jatropha Indonesia (Cianjur)	19	21	22
					Medco Cahaya Geothermal (Jakarta)	18	29	29
					Mitra Energi Batam & Dalle Energi Batam (Batam)[5]	69	68	63
					Energi Listrik Batam (Batam)	49	57	68
					Multidaya Prima Elektrindo (Palembang)	24	23	22
					Energi Prima Elektrika (Palembang)	23	26	23
					Tanjung Jati B (Jepara)	252	224	219
					Medco Geothermal Sarulla (Tapanuli Utara)	107	105	106

1 Total employees for this disclosure reflect the number of employees on all assets excluding Banda Aceh Office and Palembang Office under the scope of the limited assurance. Employees movement to MedcoEnergi's entities outside the limited assurance scope 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 The scope of Thailand asset is Bualuang, Sattahip, Chumphon fields.
4 Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
5 Mitra Energi Batam & Dalle Energi Batam are reported under the same management and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Entities	2022 Total	2023 Total	2024 Total
GRI 2-7	General Disclosures	Employees[1,2]	Region	Power	Medcopower Servis Indonesia (Pekanbaru)	43	154	46
					Medcopower Solar Sumbawa (Sumbawa)	10	11	7
					Medco Ratch Power Riau (Jakarta Head Office)	24	26	29
					Medco Sumbawa Gas (Sumbawa)	9	Not applicable[3]	
					Medco Solar Bali Barat (Bali Barat)	11	9	Not applicable[4]
					Medco Solar Bali Timur (Bali Timur)	-	-	18
					Medco Power Energi Services (Sulawesi Utara)	-	-	193
					Medco Power Geothermal Services (Jakarta Head Office)	-	-	9

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Entities	2022		2023		2024	
						Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
GRI 2-7	General Disclosures	Employees[1,2]	b. Total number of employees by employment contract, by gender and region								
			Gender	Oil & Gas	**International**						
					Female	49	-	46	-	48	-
					Male	202	32	235	12	244	12
					Domestic						
					Female	457	2	456	1	443	2
					Male	1,853	7	1,836	11	1,765	12
				Power	Female	85	18	94	20	103	23
					Male	609	95	650	137	656	231
			Region	Oil & Gas	**International**						
					Oman	158	31	183	12	194	12
					Thailand (Bangkok Office)	51	-	53	-	50	-
					Thailand (Field)[5]	32	-	34	-	37	-
					Singapore Office	10	1	11	-	11	-
					Domestic						
					Block A	158	-	163	-	161	-
					South Sumatra Block	152	-	174	-	170	-
					Rimau	96	-	98	-	90	-
					South Natuna Sea Block B	301	-	289	-	272	-
					Lematang	22	-	20	-	18	-
					Tarakan	25	-	26	-	22	-
					Jakarta Office	1,265	7	1,240	10	1,213	14
					Bangkanai	41	-	42	-	39	-
					Sampang[6]	13	2	11	2	10	-
					Corridor	237	-	229	-	213	-
				Power	Medco Power Indonesia Head Office	95	31	107	19	118	19
					Pembangkitan Pusaka Parahiangan (Cianjur)	22	1	22	-	22	-
					Bio Jatropha Indonesia (Cianjur)	17	2	20	1	20	2

1 Total employees for this disclosure reflect the number of employees on all assets under the scope of the limited assurance. Employees movement to MedcoEnergi's entities outside the limited assurance scope is not included in the calculation. Thailand (Field) Region includes Bualuang, Sattahip, Chumphon.
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 PT Amman Mineral Internasional Tbk (AMMN) acquired 100% of the shares of PT Medco Sumbawa Gas from PT Medco Power Indonesia (MEDP).
4 Due to Medco Solar Bali Timur Project completion as per 1 January 2024, all employee of Medco Solar Bali Barat transferred to Medco Solar Bali Timur.
5 The scope of Thailand asset is Bualuang, Sattahip, Chumphon fields.
6 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	2022		2023		2024	
						Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
GRI 2-7	General Disclosures	Employees [1,2]	b. Total number of employees by employment contract, by gender and region								
			Region	Power	Medco Cahaya Geothermal (Jakarta)	12	6	23	6	23	6
					Mitra Energi Batam & Dalle Energi Batam (Batam)[3]	67	2	65	3	61	2
					Energi Listrik Batam (Batam)	49	-	57	-	66	2
					Multidaya Prima Elektrindo (Palembang)	22	2	21	2	22	-
					Energi Prima Elektrika (Palembang)	22	1	25	1	23	-
					Tanjung Jati B (Jepara)	231	21	220	4	216	3
					Medco Geothermal Sarulla (Tapanuli Utara)	100	7	103	2	99	7
					Medcopower Servis Indonesia (Pekanbaru)	24	19	42	112	37	9
					Medcopower Solar Sumbawa (Sumbawa)	6	4	10	1	7	-
					Medco Ratch Power Riau (Jakarta Head Office)	17	7	23	3	23	6
					Medco Sumbawa Gas (Sumbawa)	5	4	Not applicable[4]			
					Medco Solar Bali Barat (Bali Barat)	5	6	6	3	Not applicable[5]	
					Medco Solar Bali Timur (Bali Timur)	-	-	-	-	9	9
					Medco Power Energi Services (Sulawesi Utara)	-	-	-	-	13	180
					Medco Power Geothermal Services (Jakarta Head Office)	-	-	-	-	-	9

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entitles	2022	2023	2024
GRI 2-7	General Dis-closures	Employees [1,2]	c. Describe the methodologies and assumptions used to compile the data				
				Oil & Gas	The data has 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			

[1] Total employees for this disclosure reflect the number of employees on all assets under the scope of the limited assurance. Employees movement to MedcoEnergi's entities outside the limited assurance scope is not included in the calculation. Thailand (Field) Region includes Bualuang, Sattahip, Chumphon.
[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] Mitra Energi Batam & Dalle Energi Batam (Batam) are reported under the same management and regarded as one entity in the calculation.
[4] PT Amman Mineral Internasional Tbk (AMMN) acquired 100% of the shares of PT Medco Sumbawa Gas from PT Medco Power Indonesia (MEDP).
[5] Due to Medco Solar Bali Timur Project completion as per 1 January 2024, all employee of Medco Solar Bali Barat transferred to Medco Solar Bali Timur.

GRI 401: Employment

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	Category	2022		2023		2024	
						Total	%	Total	%	Total	%
GRI 401-1	Employment	New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period:								
			Age Group	Oil & Gas	Under 30 years old	16	0.61%	44	1.69%	31	1.23%
					30-50 years old	14	0.54%	48	1.85%	25	0.99%
					Over 50 years old	-	-	5	0.19%	5	0.20%
				Power	Under 30 years old	49	6.07%	79	8.77%	98	9.67%
					30-50 years old	44	5.45%	50	5.55%	76	7.50%
					Over 50 years old	9	1.12%	-	-	4	0.39%
			Gender	Oil & Gas	Female	7	0.27%	17	0.65%	14	0.55%
					Male	23	0.88%	80	3.08%	47	1.86%
				Power	Female	19	2.35%	15	1.66%	15	1.48%
					Male	83	10.29%	114	12.65%	163	16.09%
			Region	Oil & Gas	**International**						
					Oman	2	0.08%	7	0.27%	16	0.63%
					Thailand (Bangkok Office)	3	0.12%	2	0.08%	3	0.12%
					Thailand (Field)[1]	-	-	1	0.04%	-	-
					Singapore Office	2	0.08%	1	0.04%	1	0.04%
					Domestic						
					Block A	-	-	12	0.46%	8	0.32%
					South Sumatra Block	-	-	22	0.85%	1	0.04%
					Rimau	-	-	7	0.27%	-	-
					South Natuna Sea Block B	-	-	1	0.04%	-	-
					Lematang	-	-	-	-	-	-
					Tarakan	-	-	-	-	-	-
					Jakarta Office	23	0.88%	40	1.54%	32	1.27%
					Bangkanai	-	-	1	0.04%	-	-
					Sampang[2]	-	-	1	0.04%	-	-
					Corridor	-	-	2	0.08%	-	-

[1] The scope of Thailand asset is Bualuang, Sattahip, Chumphon fields.
[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	2022		2023		2024	
						Total	%	Total	%	Total	%
GRI 401-1	Employment	New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period:								
			Region	Power	Medco Power Indonesia Head Office	34	4.21%	15	1.66%	14	1.38%
					Pembangkitan Pusaka Parahiangan (Cianjur)	1	0.12%	1	0.11%	-	-
					Bio Jatropha Indonesia (Cianjur)	2	0.25%	1	0.11%	1	0.10%
					Medco Cahaya Geothermal (Jakarta)	5	0.62%	3	0.33%	3	0.30%
					Mitra Energi Batam & Dalle Energi Batam (Batam)[1]	-	-	1	0.11%	1	0.10%
					Energi Listrik Batam (Batam)	3	0.37%	8	0.89%	12	1.18%
					Multidaya Prima Elektrindo (Palembang)	3	0.37%	1	0.11%	-	-
					Energi Prima Elektrika (Palembang)	1	0.12%	1	0.11%	-	-
					Tanjung Jati B (Jepara)	25	3.10%	2	0.22%	2	0.20%
					Medco Geothermal Sarulla (Tapanuli Utara)	7	0.87%	-	-	8	0.79%
					Medcopower Servis Indonesia (Pekanbaru)	3	0.37%	94	10.43%	2	0.20%
					Medcopower Solar Sumbawa (Sumbawa)	6	0.74%	-	-	-	-
					Medco Ratch Power Riau (Jakarta Head Office)	4	0.50%	2	0.22%	5	0.49%
					Medco Sumbawa Gas (Sumbawa)	4	0.50%	Not applicable[2]			
					Medco Solar Bali Barat (Bali Barat)	4	0.50%	-	-	Not applicable[3]	
					Medco Solar Bali Timur (Bali Timur)	-	-	-	-	7	0.69%
					Medco Power Energi Services (Sulawesi Utara)	-	-	-	-	114	11.25%
					Medco Power Geothermal Services (Jakarta Head Office)	-	-	-	-	9	0.89%

[1] Mitra Energi Batam & Dalle Energi Batam (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).
[3] Due to Medco Solar Bali Timur Project completion as per 1 January 2024, all employee of Medco Solar Bali Barat transferred to Medco Solar Bali Timur.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	Category	2022		2023		2024	
						Total	%	Total	%	Total	%
GRI 401-1	Employment	New employee hires and employee turnover	b. Total number and rate of employee turnover during the reporting period:								
			Age Group	Oil & Gas	Under 30 years old	5	0.19%	3	0.12%	2	0.08%
					30-50 years old	37	1.42%	40	1.54%	37	1.46%
					Over 50 years old	54	2.08%	55	2.12%	74	2.93%
				Power	Under 30 years old	11	1.36%	11	1.22%	33	3.26%
					30-50 years old	25	3.10%	15	1.66%	31	3.06%
					Over 50 years old	14	1.73%	7	0.78%	6	0.59%
			Gender	Oil & Gas	Female	22	0.85%	20	0.77%	19	0.75%
					Male	74	2.84%	78	3.00%	94	3.72%
				Power	Female	8	0.99%	7	0.78%	8	0.79%
					Male	42	5.20%	26	2.89%	62	6.12%
			Region	Oil & Gas	**International**						
					Oman	-	-	4	0.15%	4	0.16%
					Thailand (Bangkok Office)	4	0.15%	6	0.23%	3	0.12%
					Thailand (Field)[1]	1	0.04%	1	0.04%	1	0.04%
					Singapore Office	2	0.08%	1	0.04%	1	0.04%
					Domestic						
					Block A	2	0.08%	3	0.12%	9	0.36%
					South Sumatra Block	4	0.15%	1	0.04%	3	0.12%
					Rimau	3	0.12%	-	-	1	0.04%
					South Natuna Sea Block B	11	0.42%	11	0.42%	11	0.44%
					Lematang	-	-	1	0.04%	-	-
					Tarakan	4	0.15%	-	-	1	0.04%
					Jakarta Office	54	2.08%	56	2.16%	62	2.45%
					Bangkanai	-	-	-	-	3	0.12%
					Sampang[2]	-	-	2	0.08%	2	0.08%
					Corridor	11	0.42%	12	0.46%	12	0.48%

[1] The scope of Thailand asset is Bualuang, Sattahip, Chumphon fields.
[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	2022		2023		2024	
						Total	%	Total	%	Total	%
GRI 401-1	Employment	New employee hires and employee turnover	b. Total number and rate of employee turnover during the reporting period:								
			Region	Power	Medco Power Indonesia Head Office	15	1.86%	11	1.22%	15	1.48%
					Pembangkitan Pusaka Parahiangan (Cianjur)	1	0.12%	1	0.11%	1	0.10%
					Bio Jatropha Indonesia (Cianjur)	2	0.25%	-	-	-	-
					Medco Cahaya Geothermal (Jakarta)	-	-	-	-	2	0.20%
					Mitra Energi Batam & Dalle Energi Batam (Batam)[1]	4	0.50%	2	0.22%	-	-
					Energi Listrik Batam (Batam)	2	0.25%	1	0.11%	3	0.30%
					Multidaya Prima Elektrindo (Palembang)	1	0.12%	1	0.11%	1	0.10%
					Energi Prima Elektrika (Palembang)	-	-	-	-	2	0.20%
					Tanjung Jati B (Jepara)	12	1.49%	5	0.55%	6	0.59%
					Medco Geothermal Sarulla (Tapanuli Selatan)	5	0.62%	1	0.11%	5	0.49%
					Medco Ratch Power Riau (Jakarta Head Office)	3	0.37%	2	0.22%	33	3.26%
					Medcopower Servis Indonesia (Pekanbaru)	4	0.50%	8	0.89%	1	0.10%
					Medcopower Solar Sumbawa (Sumbawa)	1	0.12%	-	-	1	0.10%
					Medco Sumbawa Gas (Sumbawa)	-	-	Not applicable[2]			
					Medco Solar Bali Barat (Bali Barat)	-	-	1	0.11%	Not applicable[3]	
					Medco Solar Bali Timur (Bali Timur)	-	-	-	-	-	-
					Medco Power Energi Services (Sulawesi Utara)	-	-	-	-	-	-
					Medco Power Geothermal Services (Jakarta Head Office)	-	-	-	-	-	-

[1] Mitra Energi Batam & Dalle Energi Batam (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).
[3] Due to Medco Solar Bali Timur Project completion as per 1 January 2024, all employee of Medco Solar Bali Barat transferred to Medco Solar Bali Timur.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2022	2023	2024
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	**2022:** 1. Education/Scholarship Assistance (Oman) 2. Emergency Loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension Programme - "*Penghargaan Atas Pengabdian*" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension Programme - *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 Programme - "*Penghargaan Atas Pengabdian*" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension Programme - *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) **2024:** 1. Education/Scholarship Assistance (Oman) 2. Emergency Loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension programme - "*Penghargaan Atas Pengabdian*" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension programme - *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	**2022:** 1. Rest & Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) 3. Pension Programme - *Dana Pensiun Lembaga Keuangan*/ DPLK (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam[1], Medco Geothermal Sarulla) **2023:** 1. Rest & 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 Programme - *Dana Pensiun Lembaga Keuangan*/ DPLK (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam[1], Medco Geothermal Sarulla) **2024:** 1. Rest & Relax Allowance (Medco Power Indonesia) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam, Medco Power Ratch Riau) 3. Pension Programme - *Dana Pensiun Lembaga Keuangan*/ DPLK Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam/Dalle Energi Batam, 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	2022	2023	2024
GRI 401-3	Employment	Parental leave	a. Total number of employees that were entitled to parental leave, by gender	Oil & Gas	Female	508	503	493
					Male	1,969	1,947	1,883
				Power	Female	103	114	126
					Male	559	619	661
			b. Total number of employees that took parental leave, by gender	Oil & Gas	Female	16	14	12
					Male	66	53	39
				Power	Female	5	4	1
					Male	14	5	17
			c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender	Oil & Gas	Female	16	14	12
					Male	66	53	39
				Power	Female	5	4	1
					Male	14	5	17
			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	10	16	14
					Male	44	65	52
				Power	Female	5	5	4
					Male	20	12	5
			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	90.91%	100%	100%
					Male	100%	98.48%	98.11%
				Power	Female	100%	100%	100%
					Male	95.24%	85.71%	100%

[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	2023-2024
GRI 404-2	Training and Education	Programmes for upgrading employee skills and transition assistance programmes[1]	a. Type and scope of programmes implemented and assistance provided to upgrade employee skills	Oil & Gas	**2023:** MedcoEnergi offers a comprehensive internal training programme with courses in four key areas: • Leadership/Soft skills; • Technical; • Operations, and; • HSE The training programmes are primarily designed for permanent and direct contract employees. While some specialized programmes 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 programme to support permanent employees pursuing higher education. This programme helps employees financially with obtaining Bachelor's and Master's degrees. This programme 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. **2024:** MedcoEnergi offers a comprehensive internal training programme with courses in four key areas: • Leadership/Softskill • Technical • Operations, and • HSE The training programmes are primarily designed for permanent and direct contract employees. While some specialized programmes 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 programme to support permanent employees pursuing higher education. This programme helps employees financially with obtaining Bachelor's and Master's degrees.This programme is applicable for all permanent employees with minimum 3 (three) years of services in the Company and with 'Good' performance rating for the last 3 (three) years.

[1] MedcoEnergi discloses GRI 404-2 & 404-3 for Oil and Gas Domestic assets.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2023-2024
GRI 404-2	Training and Education	Programmes for upgrading employee skills and transition assistance programmes[1]	b. Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment	Oil & Gas	**2023:** MedcoEnergi offers a pre-retirement programme designed to prepare permanent employees for a smooth transition into retirement. The programme details are aligned with the applicable Collective Labour Agreement (CLA), which typically allows employees aged 51 and over to begin participating. **2024:** MedcoEnergi offers a pre-retirement programme designed to prepare permanent employees for a smooth transition into retirement. The programme details are aligned with the applicable Pre-Retirement Guideline, which typically allows employees aged 50 and over to begin participating.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Category	Entities	2023[2]	2024[3]
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%	98.65%
					Male		98.27%	98.87%
				Employee Category	SVP & VP		78.95%	95.00%
					Superintendent & Supervisor		99.48%	99.20%
					Senior Manager		96.92%	100.00%
					Manager		96.65%	98.81%
					Staff		97.87%	98.74%

[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.
[3] Percentage of total MedcoEnergi's employees by gender and by employee category reported are employees who have received end-year performance review.

GRI 405: Diversity and Equal Opportunity

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items			2022	2023	2024
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		15.38%	15.38%	15.38%
				Male		84.62%	84.62%	84.62%
			ii. Age group	Under 30 years old		-	-	-
				30-50 years old		15.38%	15.38%	15.38%
				Over 50 years old		84.62%	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	19.52%	19.37%	19.52%
					Male	80.48%	80.63%	80.48%
				Power	Female	12.76%	12.65%	12.44%
					Male	87.24%	87.35%	87.56%
			ii. Age group	Oil & Gas	Under 30 years old	3.69%	4.66%	4.51%
					30-50 years old	73.44%	71.20%	69.28%
					Over 50 years old	22.87%	24.14%	26.21%
				Power	Under 30 years old	21.56%	24.31%	24.88%
					30-50 years old	68.15%	65.48%	64.76%
					Over 50 years old	10.29%	10.21%	10.37%
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)			Not available		

GRI Index

Statement of use	MedcoEnergi has reported in accordance with the GRI Standards for the period 1 January 2024 – 31 December 2024.
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	2024 Sustainability Report page 22	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	2024 GRI Performance Data page 1	-	-	-	-
	2-3 Reporting period, frequency and contact point	2024 Sustainability Report page 3	-	-	-	-
	2-4 Restatements of information	2024 Sustainability Report page 96	-	-	-	-
	2-5 External assurance	2024 Sustainability Report page 3	-	-	-	-
	2-6 Activities, value chain and other business relationships	2024 Sustainability Report page 22	-	-	-	-
	2-7 Employees	2024 Sustainability Report page 150-151 2024 GRI Performance Data page 49-51	-	-	-	-
	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, selfemployed persons, sub-contractors, and volunteers. These are outside our scope of limited assurance.	-
	2-9 Governance structure and composition	2024 Sustainability Report page 40-41, 52-53	-	-	-	-
	2-10 Nomination and selection of the highest governance body	2024 Sustainability Report page 52	-	-	-	-
	2-11 Chair of the highest governance body	2024 Sustainability Report page 52	-	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	2024 Sustainability Report page 52-53	-	-	-	-
	2-13 Delegation of responsibility for managing impacts	2024 Sustainability Report page 52-53	-	-	-	-

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	2024 Sustainability Report page 52	-	-	-	-
	2-15 Conflicts of interest	2024 Sustainability Report page 52, 56, 59	-	-	-	-
	2-16 Communication of critical concerns	2024 Sustainability Report page 60	-	-	-	-
	2-17 Collective knowledge of the highest governance body	-	2-17	-	Provided in MedcoEnergi Annual Report page 104, 107-108	-
	2-18 Evaluation of the performance of the highest governance body	2024 Sustainability Report page 52	-	-	-	-
	2-19 Remuneration policies	-	2-19	-	Provided in MedcoEnergi Annual Report page 109-110	-
	2-20 Process to determine remuneration	2024 Sustainability Report page 52	-	-	-	-
	2-21 Annual total compensation ratio	-	2-21	-	Provided in MedcoEnergi Annual Report page 109-110	-
	2-22 Statement on sustainable development strategy	2024 Sustainability Report page 8-12	-	-	-	-
	2-23 Policy commitments	2024 Sustainability Report page 34-36, 51-52, 70, 92, 112, 128, 150 2024 GRI Performance Data page 2-7	-	-	-	-
	2-24 Embedding policy commitments	2024 Sustainability Report page 38. 40-41, 43-44, 50-53, 59, 92-95, 104-105, 112-113 2024 GRI Perfomance Data page 8-9	-	-	-	-
	2-25 Processes to remediate negative impacts	2024 Sustainability Report page 60	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	2024 Sustainability Report page 56, 60	-	-	-	-
	2-27 Compliance with laws and regulations	2024 Sustainability Report page 92	-	-	-	-
	2-28 Membership associations	2024 Sustainability Report page 46	-	-	-	-
	2-29 Approach to stakeholder engagement	2024 Sustainability Report page 44-45, 129	-	-	-	-
	2-30 Collective bargaining agreements	2024 Sustainability Report page 154	-	-	-	-
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2024 Sustainability Report page 35-36	-	-	-	-
	3-2 List of material topics	2024 Sustainability Report page 35-36	-	-	-	-

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Responsible Procurement Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 29-31, 51, 59	-	-	-	-
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2024 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	2024 Sustainability Report page 54, 59	-	-	-	11.10.8 (Employment Practices)
	414-2 Negative social impacts in the supply chain and actions taken	2024 Sustainability Report page 29	-	-	-	11.10.9 (Employment Practices)
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 42, 51	-	-	-	-
Stakeholders Engagement						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 44-45, 129, 145	-	-	-	-
Political and Regulatory Environment						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 50, 54, 61-62, 64-67, 96	-	-	-	-
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	2024 Sustainability Report page 51 2024 GRI Performance Data page 12	-	-	-	11.22.2 (Public Policy)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Sustainability Report page 16, 31	-	-	-	11.21.2 (Payments to Governments)
	201-4 Financial assistance received from government	2024 Sustainability Report page 62, 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/eiti-country-reports?field_countries=indonesia	-	-	-	11.21.3 (Payments to Governments)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
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.	2024 Sustainability Report page 62, 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/eiti-country-reports?field_countries=indonesia	-	As explained in MedcoEnergi's financial report 2024 on page 202	-	11.21.8 (Payments to Governments)
Anti-Corruption and Business Ethics						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 40-41, 52-53, 64-67	-	-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2024 Sustainability Report page 57, 61 2024 GRI Performance Data page 10	-	-	-	11.20.1 (Anti Corruption)
	205-2 Communication and training about anti-corruption policies and procedures	2024 Sustainability Report page 55, 57, 62-63 2024 GRI Performance Data page 10-11	-	-	-	11.20.2 (Anti Corruption)
	205-3 Confirmed incidents of corruption and actions taken	2024 Sustainability Report page 60	-	-	-	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)
Climate Risk and Resilience, Climate Mitigation, Climate Adaptation						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 38, 70, 72-75, 81-89	-	-	-	11.1.1 (GHG Emission), 11.2.1 (Climate adaptation, resilience, and transition)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2024 Sustainability Report page 78 2024 GRI Performance Data page 16-17, 21, 23, 25	-	-	-	11.1.5 (GHG Emission)
	305-2 Energy indirect (Scope 2) GHG emissions	2024 Sustainability Report page 79 2024 GRI Performance Data page 17-19, 21-22, 23-25	-	-	-	11.1.6 (GHG Emission)
	305-3 Other indirect (Scope 3) GHG emissions	2024 Sustainability Report page 79 2024 GRI Performance Data page 19-20, 22, 24-25	-	-	-	11.1.7 (GHG Emission)
	305-4 GHG emissions intensity	2024 Sustainability Report page 78 2024 GRI Performance Data page 20-22, 25	-	-	-	11.1.8 (GHG Emission)
	305-5 Reduction of GHG emissions	2024 Sustainability Report page 76-77, 81-84	-	-	-	11.2.3 (Climate adaptation, resilience, and transition)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
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.	2024 Sustainability Report page 43-44, 72-75	-	-	-	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	2024 Sustainability Report page 74-75	-	-	-	11.2.2 (Climate adaptation, resilience, and transition)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2024 Sustainability Report page 80 2024 GRI Performance Data page 13-16	-	-	-	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	2024 Sustainability Report page 80 2024 GRI Performance Data page 13-16	-	-	-	11.1.4 (GHG Emission)
Effluents and Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 92, 96-98, 107-108	-	-	-	11.5.1 (Waste)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2024 Sustainability Report page 97-98	-	-	-	11.5.2 (Waste)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	2024 Sustainability Report page 96-98	-	-	-	11.5.3 (Waste)
	306-3 Waste generated	2024 Sustainability Report page 97-98	-	-	-	11.5.4 (Waste)
	306-4 Waste diverted from disposal	2024 Sustainability Report page 97	-	-	-	11.5.5 (Waste)
	306-5 Waste directed to disposal	2024 Sustainability Report page 97-98	-	-	-	11.5.6 (Waste)
GRI 306: Effluents and Waste 2016	306-3 Significant spills	2024 Sustainability Report page 98-99	-	-	-	11.8.2 (Asset Integrity and Critical Incident Management)
Water						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 92, 99-101, 107-108	-	-	-	11.6.1 (Water & Effluents)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2024 Sustainability Report page 99-101	-	-	-	11.6.2 (Water & Effluents)
	303-2 Management of water discharge-related impacts	2024 Sustainability Report page 100	-	-	-	11.6.3 (Water & Effluents)
	303-3 Water withdrawal	2024 Sustainability Report page 99	-	-	-	11.6.4 (Water & Effluents)
	303-4 Water discharge	2024 Sustainability Report page 100	-	-	-	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	2024 Sustainability Report page 92, 101, 107-108	-	-	-	11.3.1 (Air Emission)
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	2024 Sustainability Report page 101 2024 GRI Performance Data page 20-22, 25	-	-	-	11.3.2 (Air Emission)
Workplace health, safety, and wellbeing						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 112, 123-125	-	-	-	11.9.1 (Occupational Health and Safety)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2024 Sustainability Report page 112-115	-	-	-	11.9.2 (Occupational Health and Safety)
	403-2 Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report page 115	-	-	-	11.9.3 (Occupational Health and Safety)
	403-3 Occupational health services	2024 Sustainability Report page 119	-	-	-	11.9.4 (Occupational Health and Safety)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report page 118-120	-	-	-	11.9.5 (Occupational Health and Safety)
	403-5 Worker training on occupational health and safety	2024 Sustainability Report page 113, 119, 121-122	-	-	-	11.9.6 (Occupational Health and Safety)
	403-6 Promotion of worker health	2024 Sustainability Report page 119	-	-	-	11.9.7 (Occupational Health and Safety)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report page 117, 120	-	-	-	11.9.8 (Occupational Health and Safety)
	403-8 Workers covered by an occupational health and safety management system	2024 Sustainability Report page 114-115	-	-	-	11.9.9 (Occupational Health and Safety)
	403-9 Work-related injuries	2024 Sustainability Report page 117 2024 GRI Performance Data page 27-34	-	-	-	11.9.10 (Occupational Health and Safety)
	403-10 Work-related ill health	2024 Sustainability Report page 117	-	-	-	11.9.11 (Occupational Health and Safety)
Asset Integrity						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 116, 125	-	-	-	-
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).	2024 Sustainability Report page 118	-	-	-	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/eiti-country-reports?field_countries=indonesia	-	-	-	11.7.6 (Closure and Rehabilitation)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Local Communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 104-105, 107-108, 128-129, 139-142, 145-147	-	-	-	11.15.1 (Local communities)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2024 Sustainability Report page 130-138 2024 GRI Performance Data page 35, 37-39	-	-	-	11.14.4 (Economic impacts)
	203-2 Significant indirect economic impacts	2024 Sustainability Report page 139-142 2024 GRI Performance Data page 36	-	-	-	11.14.5 (Economic impacts)
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	2024 Sustainability Report page 128	-	-	-	11.17.2 (Rights of indigenous peoples)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	2024 Sustainability Report page 130-142 2024 GRI Performance Data page 39-48	-	-	-	11.15.2 (Local communities)
	413-2 Operations with significant actual and potential negative impacts on local communities	2024 Sustainability Report page 23, 132	-	-	-	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.
		2024 Sustainability Report page 128	-	-	-	11.16.1 (Land and Resource Rights)

Security Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	2024 Sustainability Report page 129, 147	-	-	-	-
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	2024 Sustainability Report page 129 2024 GRI Performance Data page 48	-	-	-	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	2024 Sustainability Report page 150, 157-159	-	-	-	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	2024 Sustainability Report page 150	-	-	-	-
	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	2024 GRI Performance Data page 52-55	-	-	-	11.10.2 (Employment practices)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 GRI Performance Data page 56	-	-	-	11.10.3 (Employment practices)
	401-3 Parental leave	2024 GRI Performance Data page 57	-	-	-	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	-	404-1	Information unavailable/ incomplete	-	11.10.6 (Employment practices) 11.11.4 (Non-discrimination and equal opportunity)
	404-2 Programmes for upgrading employee skills and transition assistance programmes	2024 Sustainability Report page 71, 152-155 2024 GRI Performance Data page 58-59	-	-	-	11.7.3 (Closure and rehabilitation)
	404-3 Percentage of employees receiving regular performance and career development reviews	2024 Sustainability Report page 153 2024 GRI Performance Data page 59	-	-	-	-

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2024 Sustainability Report page 150-151 2024 GRI Performance Data page 60	-	-	-	11.11.5 (Non-discrimination and equal opportunity)
	405-2 Ratio of basic salary and remuneration of women to men	2024 Sustainability Report page 150	-	-	-	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 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	2024 Sustainability Report page 150, 154	-	-	-	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	2024 Sustainability Report page 29, 150	-	-	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2024 Sustainability Report page 29, 150	-	-	-	11.12.2 (Forced labour and modern slavery)
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	2024 Sustainability Report page 101	-	-	-	11.4.2 (Biodiversity)
	304-2 Significant impacts of activities, products and services on biodiversity	2024 Sustainability Report page 101-103	-	-	-	11.4.3 (Biodiversity)
	304-3 Habitats protected or restored	2024 Sustainability Report page 101-102	-	-	-	11.4.4 (Biodiversity)

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2024

GRI
PERFORMANCE DATA

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