



years young

The page numbering in this GRI Performance Data is the continuation of the last page of MedcoEnergi's 2019 Sustainability Report accessible through www.medcoenergi.com/en/subpagelist/view/36 or at www.medcoenergi.com.

GRI Performance Data

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

Name of Assets	2017	2018	2019
Oil and Gas	1. United States	1. Tunisia	1. Oman
	2. Tunisia	2. Oman	2. Block A PSC
	3. Oman	3. Block A PSC	4. South Sumatra PSC
	4. Block A PSC	4. South Sumatra PSC	5. Rimau PSC
	5. South Sumatra PSC	5. Rimau PSC	6. South Natuna Sea Block B PSC
	6. Rimau PSC	6. South Natuna Sea Block B PSC	7. Lematang PSC
	7. South Natuna Sea Block B PSC	7. Lematang PSC	8. Tarakan PSC
	8. Lematang PSC	8. Tarakan PSC	9. Madura Offshore PSC
	9. Tarakan PSC	9. Jakarta Office	10. Sampang PSC
	10. Jakarta Office		11. Bangkanai PSC
			12. Bualuang Thailand
			13. Jakarta Office
	Power	1. Mitra Energi Batam	1. Mitra Energi Batam
2. Dalle Energi Batam		2. Dalle Energi Batam	2. Dalle Energi Batam
3. Energi Listrik Batam		3. Energi Listrik Batam	3. Energi Listrik Batam
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. Pembangkitan Pusaka Parahiangan		6. Pembangkitan Pusaka Parahiangan	6. Singa
7. Medco Power Indonesia		7. Medco Power Indonesia	7. Pembangkitan Pusaka Parahiangan
8. Multidaya Prima Elektrindo		8. Multidaya Prima Elektrindo	8. Bio Jathropa Indonesia
9. Energi Prima Elektrindo		9. Energi Prima Elektrindo	9. Medco Hidro Indonesia
10. Singa		10. Singa	10. Sangsaka Hidro Barat
11. Bio Jathropa Indonesia		11. Bio Jathropa Indonesia	11. Medco Power Indonesia Head Office
12. Medco Hidro Indonesia		12. Medco Hidro Indonesia	12. Multidaya Prima Elektrindo
13. Sangsaka Hidro Barat		13. Sangsaka Hidro Barat	13. Energi Prima Elektrindo
14. Medco Cahaya Geothermal		14. Medco Cahaya Geothermal	14. Medco Cahaya Geothermal - Ijen
15. Medco Ratch Power Riau		15. Medco Ratch Power Riau	15. Medco Ratch Power Riau

Chapter 5 - Strengthening Corporate Governance for Sustainability

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017		2018		2019	
					value	%	value	%	value	%
GRI 205-1	Anti Corruption	Operations assessed for risk related to corruption	a. Total number and percentage of operations assessed for risks related to corruption (based on Fraud Risk Assessment workshops that have been conducted in Indonesia).	Oil & Gas ¹	6	86%	6	86%	7	100%
				Power ²	-	-	6	43%	6	50%
			b. Significant risks related to corruption identified through the risk assessment.	Corporate	Corporate crime liability, procurement fraud, third party relationship, and Col.		Corporate crime liability, procurement fraud, third party relationship, Col and licensing and permit.		Corporate crime liability, bribery to government officials, procure to pay fraud risk, Col, United States Office of Foreign Assets Control (OFAC) violations risk.	

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017		2018		2019	
					value	%	value	%	value	%
GRI 205-2 ³	Anti Corruption	Communication and training on anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to in Indonesia (based on email communication to governance body members regarding anti-corruption policies and procedures).	Corporate	15	100%	15	100%	16	100%

1. GRI 205-1 disclosures for oil & gas operations in Indonesia do not include the newly acquired assets, which in 2019 were still undergoing the integration process.

2. Mitra Energi Batam and Dalle Energi Batam are operated under the same management, and are regarded as one entity in the calculations.

3. GRI 205-2 disclosures for oil & gas operations in Indonesia do not include the newly acquired assets, which in 2019 were still undergoing the integration process.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017		2018		2019	
					value	%	value	%	value	%
			b. Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to in Indonesia (based on email communication to employees regarding anti-corruption policies and procedures).	Oil & Gas	1,834	100%	1,847	100%	1,808	100%
				Power	803	100%	824	100%	797	100%
				Mining	Not conducted yet		24	2%	5,120	97%
			c. Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to in Indonesia.	Oil & Gas	Communication to business partners was delivered through a series of emails, Vendor Day Events, GCG and COC Socialization to vendors and a Vendor Compliance Survey.		418	100%	381	100%
				Power	Not conducted yet		Communication to business partners was delivered through a series of emails.		Communication to business partners was delivered through a series of emails and vendor audits.	
			d. Total number and percentage of governance body members that have received training on anti-corruption in Indonesia (provided through understanding test prior to Statement of Adherence declaration).	Corporate	2	13%	15	100%	9	56%

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017		2018		2019	
					value	%	value	%	value	%
			e. Total number and percentage of employees that have received training on anti-corruption in Indonesia.	Light Education (Oil & Gas)	1,834	100%	1,847	100%	1,808	100%
			- Light education provided through emails to employees.	Light Education (Power)	Not conducted yet		824	100%	797	100%
			- Participative training provided through understanding test prior to Statement of Adherence declaration for oil and gas, and through filling Col forms for Power.	Participative Training (Oil & Gas)	909	50%	1,821	99%	1,765	98%
			- Intensive training provided through class room training, such as: Fraud Risk Awareness Workshop, Compliance Week, ELO Workshop, and GCG COC Socialization.	Participative Training (Power)	Not conducted yet		797	97%	775	97%
				Intensive Training (Oil & Gas)	354	19%	480	26%	5,164 ¹	Not Applicable ¹
				Intensive Training (Power)	-	-	327	40%	265 ¹	Not Applicable ¹

1. The number of participants for intensive training includes other than employees (contractors and external stakeholders) and therefore the denominator cannot be defined. This number is not assured.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017		2018		2019	
					value	%	value	%	value	%
GRI 412-1 ¹	Human Rights assessment	Operations that have been subjected to human rights reviews or impact assessment.	a. Total number and percentage of operations that have been subject to human rights review or human rights impact assessments, by country.	Oil & Gas	Not conducted yet	1	14.29%	1	14.29%	
				Power	Not conducted yet					
				Mining	Not Available					
GRI 412-2 ¹	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	Not conducted yet	96 hours	-	-	-	
				Power	Not conducted yet					
				Mining	Not Available					
			b. Percentage of employees trained concerning aspects of human rights that are relevant to operations.	Oil & Gas	Not conducted yet	1.30%	0%			
				Power	Not conducted yet		0%			
				Mining	Not Available					
GRI 412-3 ¹	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 agreement and contract that include human rights clauses or that underwent human rights screening.	Oil & Gas	All contracts with third parties in Indonesia have included clauses that contractor has committed to comply with applicable laws and regulations in Indonesia and Medco Energi's Business Ethics which include Conflict of Interest and Anti-Bribery and Corruption. These are among the basic expectations of proclaiming respect for human rights principles.					
				Power	Not Available	All contracts with third parties in Indonesia have included clauses that contractor has committed to comply with applicable laws and regulations in Indonesia and Medco Energi's Business Ethics which include Conflict of Interest and Anti-Bribery and Corruption. These are among the basic expectations of proclaiming respect for human rights principles.				
				b. The definition used for 'significant investment agreement'.	Oil & Gas	Not Applicable				
					Power	Not Applicable				

1. GRI 412 disclosures for oil & gas operations in Indonesia and do not include the newly acquired assets, which in 2019 were still undergoing the integration process.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2017		2018		2019	
				value	%	value	%	value	%
GRI 415-1	Public Policy	Political contributions	<p>a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/beneficiary.</p> <p>b. If applicable, how the monetary value of in-kind contributions was estimated.</p>	MedcoEnergi does not support any political party, and make no contributions or donations in any form to any political party or affiliated organisation in any location where we operate.					
				Not Applicable					

Chapter 6 - Growing With Our Community

Indirect Economic Impacts

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2017	2018	2019
GRI 203-1	Indirect Economic Impacts	Infrastructure investments and services provided	<p>Extent of development of significant infrastructure investments and services supported</p> <p>Current or expected impacts on communities and local economies, including positive and negative impacts when relevant</p>	Information provided on the Investments in infrastructure table on page 82.		
				<p>Investments in infrastructure in MedcoEnergi covers among others:</p> <ul style="list-style-type: none"> - Road and bridge rehabilitation or development which brings better and extended access for local communities. - Public facilities construction or renovation for mosques, schools, wells for clean water, drainage systems, housing for vulnerable groups, evacuation routes, solar street lamps, village libraries and public areas, sports facilities, and organic plant farming infrastructure. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use. 	<p>Investments in infrastructure in Medco Energi covers among others:</p> <ul style="list-style-type: none"> - Road and bridge rehabilitation or development which brings better and extended access for local communities. - Public facilities construction or renovation for mosques, schools, wells for clean water, drainage systems, housing for vulnerable groups, evacuation routes, village library and public areas, sports facilities, and organic plant farming infrastructure. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use. 	
			Whether these investments and services are commercial, in-kind, or pro bono engagement	All investments in infrastructure are in-kind		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2017	2018	2019
GRI 203-2	Indirect Economic Impacts	Significant Indirect Economic Impacts	Examples of significant identified indirect economic impacts of the organisation, including positive and negative impacts	Information on the evaluation of community development program's financial impact (Social Return on Investment/ SROI) is presented in MedcoEnergi 2018 Sustainability Report on page 30.		MedcoEnergi did not exercise nor engage an independent third party to carry out Social Return on Investment (SROI) to calculate the significant indirect economic impacts in 2019. The financial impact calculation of community development program is carried out by our internal team and the number is not assured. It is presented on page 42 of this report.
			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 presented in MedcoEnergi 2018 Sustainability Report on page 30.		Information on the associated UN Sustainable Development Goals is presented on page 72 of this report and it is not assured.

Investments in Infrastructure¹ (GRI 203)

Operations	2017	US\$	2018	US\$	2019	US\$
Oman		-	Road repair and construction	50,290		-
Block A PSC	<ul style="list-style-type: none"> Mosque Rehabilitation at Mane Rampak Village Clean Water Well Drilling at Teupin Raya Village and orphanage at Idi Rayeuk School construction in Lhokseumawe 	6,075	<ul style="list-style-type: none"> Clean water well drilling and organic farming nursery construction at Indra Makmur Husbandry and Agricultural Vocational High School House construction for vulnerable group Mosque renovation Islamic boarding school renovation 	41,726	<ul style="list-style-type: none"> Mosque renovation Educational facilities rehabilitation House construction for vulnerable group Clean water well drilling Social & public facilities rehabilitation 	56,138
South Sumatra PSC	<ul style="list-style-type: none"> Simpang Babat - Pengabuan street rehabilitation Mosque renovation participation in villages of Musi Rawas District (Lubuk Pauh, SDN Giriyooso, Kertosono, Bangun Jaya), Musi Banyuasin District (Bailangu, Danau Cala, Jirak), Lahat District (Purwaraja), PALI District (Pengabuan Timur, Tanjung Harapan), Palembang city (Bukit Lama) 	351,772	<ul style="list-style-type: none"> Village road and bridge rehabilitation Public and social facilities rehabilitation School renovation Mosque renovation Farming Infrastructure Village library 	104,171	<ul style="list-style-type: none"> Mosque renovation Village road rehabilitation Clean water well drilling Public and social facilities rehabilitation Ambulance unit for Community Health Center 	75,107

1. These investments are for 100% participating interest.

Operations	2017	US\$	2018	US\$	2019	US\$
	<ul style="list-style-type: none"> School Renovation Participation : <ul style="list-style-type: none"> School Fence (SMA PGRI - Gelumbang Village, Muara Enim & SDN Penukal, PALI, SDN Setia Jaya, Musi Banyuasin) School Building (TPA Rejosari - PALI) Ambulance Unit for Musi Rawas District Street rehabilitation 					
Rimau PSC	<ul style="list-style-type: none"> Villages road and access renovation Musi Banyuasin District (Tanjung Kerang, Rimbabat, Tanjung Agung Utara, Gajah Mati, Petaling, Lais Utara) Islamic boarding school, Puskesmas and village office land flattening Sports field restoration Teacher room renovation Community economic facilities improvement SPORA Lais facilities support Community sanitation facilities support Mosque construction and renovation Culverts renovation Sport facilities renovation support 	39,333	<ul style="list-style-type: none"> School renovation Mosque renovation Village road rehabilitation Village library Public facility renovation 	60,872	<ul style="list-style-type: none"> Village road rehabilitation Mosque renovation School facilities renovation Public facility renovation 	20,426
South Natuna Sea Block B PSC	<ul style="list-style-type: none"> Jetty construction of Natuna Sea Water drainage from village to the river-bank Batu Lepe Public Park Construction of patient corridor for village clinic Canopy for Ridha Busana 	192,659	<ul style="list-style-type: none"> Public Road Solar Lighting (<i>Penerangan Jalan Umum Tenaga Surya</i>/PJUTS) in Palmatak Evacuation route and Rida Busana Canopy Traffic signs in Matak island Drainage in Payakmaram (South Natuna Sea Block B PSC has installed 180 metres drainage system with the local community to help with waste water management to prevent diseases and flooding) Public area (PPO) Open space development in Batu Lepe, Tarempa 	130,224	<ul style="list-style-type: none"> Social & public facilities support (Batu Lepe Public Park, Bunderan Dompok Park, Migas Park, etc) Sports facility support (Football tribune) Village access & facility development Electrical for community in Riau Islands 	203,861

Operations	2017	US\$	2018	US\$	2019	US\$
Lematang PSC	<ul style="list-style-type: none"> Village road rehabilitation Social & public facilities rehabilitation Mosque renovation participation Sport facilities rehabilitation participation 	13,851	<ul style="list-style-type: none"> Village road rehabilitation Social & public facilities rehabilitation Mosque renovation participation Sport facilities rehabilitation participation Cleaned Water Wells Drilling 	40,203	<ul style="list-style-type: none"> Village road rehabilitation Mosque renovation School facilities support Village health post facility support Social & public facilities rehabilitation 	21,226
Tarakan PSC	<ul style="list-style-type: none"> Oil & gas museum facility support Islamic Boarding School facilities support 	18,902	<ul style="list-style-type: none"> Social and public facilities support 	11,694	<ul style="list-style-type: none"> Social and public facilities support 	4,614
Bangkanai PSC		Not Applicable			<ul style="list-style-type: none"> Development of educational facilities Public sanitary facilities Development repair of Karendan clean water facilities Construction of village market Construction of village market harbour Renovation of worship facilities Village bridge renovation Improvement of football fields renovation of the village PKK office Electrification to the poor household as participation in the Ministry of Energy and Mineral Resources Program Contribution to the construction of intra-village road 	268,783
Madura Offshore PSC		Not Applicable			<ul style="list-style-type: none"> Village road asphaltting Construction of a concrete rebate road Public facility construction Supporting fisherman equipment Village road plots 	39,285
Sampang PSC		Not Applicable			<ul style="list-style-type: none"> Village road plots Public facility construction Bridge construction Construction of a concrete rebate road Cleaned water drilling well Construction of community building Gate construction 	36,642

Operations	2017	US\$	2018	US\$	2019	US\$
Thailand		Not Applicable			<ul style="list-style-type: none"> • Support on Koh Tao Island Playground • Support on Learning Center renovation 	7,672
Subtotal Oil & Gas	Total	622,592	Total	439,180	Total	733,754
Medco Power		-	<ul style="list-style-type: none"> • Road improvement project phase 1 in Cibalapulang Mini-Hydro Power Plant 	66,710	<ul style="list-style-type: none"> • Road renovation • Mosque and church renovation • Bridge renovation • Irrigation system renovation 	31,932
Subtotal Power	Total	-	Total	66,710	Total	31,932
Amman Mineral Nusa Tenggara	Misc. Programs	579,642	Misc. Programs	463,754	Misc. Programs	1,036,688
Subtotal Mining	Total	579,642	Total	463,754	Total	1,036,688

Local Communities

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2017	2018	2019
GRI 413-1	Local Communities	Operations with local community engagement, impact assessments, and development programs ¹	a. Percentage of operations with implemented local community engagement, impact assessments and/ or development programs, including the use of: <ol style="list-style-type: none"> Social impact assessments, including gender impact assessments, based on participatory processes; Environmental impact assessments and ongoing monitoring; Public disclosure of results of environmental and social impact assessments; Local community development programs based on local communities' needs; Stakeholder engagement plans based on stakeholder mapping; Broad-based local community consultation committees and processes that include vulnerable groups; Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; Formal local community grievance processes. 	Oil & Gas: 100%	Oil & Gas: 100%	Oil & Gas: 100%
				Power: 81.82%	Power: 90.91%	Power: 83.33%

1. The operations included in the calculations as disclosed on the page 85 are all MedcoEnergi operations excluding Jakarta Office. 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 Development¹ (GRI 413)

Operations	2017	US\$	2018	US\$	2019	US\$
Oman		-		-	Misc. Programs	501
Block A PSC	<ul style="list-style-type: none"> Organic Farming training and mentoring program 	14,542	<ul style="list-style-type: none"> Organic Farming training and mentoring (Organic SRI, vegetable, herb medicine and rubber cultivation) Goat fattening program Entrepreneurship training program 	48,175	<ul style="list-style-type: none"> Organic farming program Honey bee cultivation program Entrepreneurship training program (sewing & patchouli plant program) Community learning center program Social need assessment program 	147,058
South Sumatra PSC	<ul style="list-style-type: none"> Organisation strength of sustainable & environmentally friendly agricultural cultivation unite 12 villages with more than a thousand members in one vision bond in Ikatan Petani Pecinta Alam Lestari (IPPAL). This organisation successfully received the Lembaga Sertifikasi Organik (LSO) Certification for the organic rice; local, province and national inspiring speakers, sustainable innovation in agricultural technology. In 2018, this organisation established formal cooperation to both government and the private sector sharing their knowledge and experience. Strengthening the capacity of TPA teachers and increasing mosque activities. Health program: health check & healthy living counselling. Entrepreneurship training and business development program. Support for vulnerable groups. 	62,466	<ul style="list-style-type: none"> Teacher training Strengthening the capacity of TPA teachers and increasing mosque activities Dairy goat program Bee honey cultivation program Organic farming program (SRI, rubber, herb medicine, vegetable) Entrepreneurship training and business development program Fishery ecotourism program support Electricity program (BRIGHT) Mushroom cultivation program 	212,520	<ul style="list-style-type: none"> Students capacity building Health program: circumcision, health checks & healthy living counselling Strengthening agribusiness program: facilitator, farming facilities support Business development and local economic potential development Strengthening local economy and micro, small and medium enterprises Business development programs of plantations, husbandry and agriculture: dairy goat, organic rubber cultivation, SRI, herbal medicine, maggot, catfish Honey bee program: integrated honey bee area Community development social studies 	99,533

1. These investments are for 100% participating interest.

Sustainable Livelihood & Community Development¹ (GRI 413)

Operations	2017	US\$	2018	US\$	2019	US\$
Rimau PSC	<ul style="list-style-type: none"> • Aquaculture entrepreneurship training • Food making business training • Mushroom cultivation program • Organic SRI & herbal medicinal program • Organic farming program fisheries development program • Cattle breeding program • Scholarship program • Student transportation provision • Support for vulnerable groups 	88,868	<ul style="list-style-type: none"> • Training for mosque management • Teacher training • Student transportation support • Organic rubber cultivation • Fishery program • Herb medicine organic farming • Sweet corn program • Mushroom cultivation • Dairy goat program • Home-based business enterprises training (<i>jumputan</i> - traditional batik-making technique & flannel material, cooking) • Paper recycling business development • Broiler breeding warmers & houses program • Empowered village program 	91,357	<ul style="list-style-type: none"> • Teacher training • Organic farming (technical assistance & business development) • Home-based business enterprises training (<i>jumputan</i> - traditional batik-making technique) • Capacity building for local economic development (automotive, acupuncture, fish based food training, beauty class, honey bee, rubber, maggot) • Empowered village program • Fishing pond program • Goat husbandry • Farming equipment support for new paddy field • Chicken husbandry equipment support • Farming equipment support for new paddy field • Waste management to support herbs empowerment program 	41,975
South Natuna Sea Block B PSC	<ul style="list-style-type: none"> • Community-based homestay in Belibak • Grouper marine culture development • SME development (UMKM) 	196,895	<ul style="list-style-type: none"> • Support for environmental-based education/school (Adiwiyata) • Education fund for english training • Support small medium enterprise for grouper cultivation • Support for tourism village • Small-medium Enterprise (SME) development (UMKM) 	132,498	<ul style="list-style-type: none"> • School-based environment mentoring (Adiwiyata program) • University students scholarship • Village management capacity building in Palmatak District (15 villages) • Grouper cultivation program • Continued assistance for the diversification of excellent SME products in Anambas Regency (institutional and marketing) • Anambas tourism village & coral reef/mangrove tourism object program • Fishery tools support (<i>rumpon</i>) • Refill water depot business support for Islamic boarding school 	167,801

Sustainable Livelihood & Community Development¹ (GRI 413)

Operations	2017	US\$	2018	US\$	2019	US\$
Lematang PSC	<ul style="list-style-type: none"> Organic farming program Sewing training program Community product promotion activities support Teacher training program school facilities support 	26,653	<ul style="list-style-type: none"> Organic farming program Sewing training program Honey bee cultivation program Teacher training program Dairy goat program Mushroom cultivation program Fishery program cooking & make-up training 	39,898	<ul style="list-style-type: none"> Organic farming program Cooking class program Make-up & hair training class SME development program Dairy goat program Teacher training program Waste management and biodiversity programs 	33,442
Tarakan PSC	<ul style="list-style-type: none"> Strengthening of agribusiness based on organic through hydroponic vegetable training program 	18,846	<ul style="list-style-type: none"> Strengthening of agribusiness based on organic farming program 	20,228	<ul style="list-style-type: none"> Strengthening of agribusiness based on organic farming program Organic farming class for students Sokola Alam activities program Mobile library activities program 	44,698
Bangkanai PSC		Not applicable			<ul style="list-style-type: none"> Madrasah teacher assistance and madrasah yard cementing program in Muara Pari Village 	7,914
Madura Offshore PSC		Not applicable			<ul style="list-style-type: none"> Procurement of equipment for fishing groups: fish scales, net, electricity supply equipment for fisherman Procurement of equipment for women's empowerment activities: home industry pastry, sewing production and workshop of capacity building Empowered youth program: youth program education Procurement of equipment for carpentry Procurement of equipment for agricultural Support fishing equipment 	70,261

Sustainable Livelihood & Community Development¹ (GRI 413)

Operations	2017	US\$	2018	US\$	2019	US\$
Sampang PSC					<ul style="list-style-type: none"> • Procurement of equipment for fishing groups: fish scales, net, electricity supply equipment for fishermen • Procurement of equipment for women's empowerment activities: home industry pastry, sewing production • Empowered youth program: bikers workshop equipment and youth program education 	72,130
Thailand		Not Applicable			<ul style="list-style-type: none"> • Support on Education, Environment, Community, and Others 	26,699
Subtotal Oil & Gas	Total	408,270	Total	544,676	Total	712,012
Amman Mineral Nusa Tenggara	Misc. Programs	780,320	Misc. Programs	938,899	Misc. Programs	992,400

Other Programs Sustainable Livelihoods & Community Development¹ (GRI 413)

Operations	2017	US\$	2018	US\$	2019	US\$
Tunisia	<ul style="list-style-type: none"> • School Supplies • Support for people with disabilities • School bus membership • Local festival • Football uniform • Female hand craft center • Consortium project (Medco Share) 	485,787	<ul style="list-style-type: none"> • School Supplies • Support for people with disabilities • School bus membership • Local festival • Football uniform • Female hand craft center • Consortium project (Medco Share) 	250,030	Not Applicable	
Oman	<ul style="list-style-type: none"> • Support for schools • Support Camel Beauty Competition • Assistance for needy families • Contribution for Ministry of Interior • Providing iPads for School 	26,759	<ul style="list-style-type: none"> • Supporting Oman 1st Commercial Week Event at Sultan Qaboos University • Support family in need as Wali recommendation • Various community development 	18,965	Misc. Programs	10,496
Block A PSC		0	<ul style="list-style-type: none"> • Health counselling for pregnant women/ toddler/elderly • Mosque facility support • Natural disaster victims support • Environment improvement support 	11,504	<ul style="list-style-type: none"> • Students capacity building support • Health counselling for pregnant women/ toddler/elderly • Fire victims support 	14,511

Other Programs Sustainable Livelihoods & Community Development¹ (GRI 413)

Operations	2017	US\$	2018	US\$	2019	US\$
South Sumatra PSC	Donation & Participation: <ul style="list-style-type: none"> • Sports Equipment • School Equipment • Mosque Facilities • Sports Tournaments • Village Competitions • Police Office facilities • Agricultural Equipment • Village Office Supplies • School Activities • Equipment for PKK Activities 	10,957	Donation & Participation: <ul style="list-style-type: none"> • School Equipment • Health Program • National Disaster Victims Support • Vulnerable Group Support 	121,064	<ul style="list-style-type: none"> • Religious and Cultural Activities Support • Education Support Program (Sahabat Mengajar) • Health program: Healthy Food for Eldest & Vulnerable Groups, Health Facilities Supplies, Sports Facilities Support • Environmental Activities Program Support • National Disaster Victims Support • Economic Development Program for School (PAUD) Operational Funding • School Facilities Support & Students Supplies 	35,805
Rimau PSC	<ul style="list-style-type: none"> • Participation in Religious Activities 	5,062	<ul style="list-style-type: none"> • Support School Facilities and Equipment • Health Education Program (Sport, Counselling) • Cleaned Water Support • Support Public Facilities • National Disaster Victims Support • Support for Vulnerable Groups • Support Education Program (Sahabat Mengajar, etc.) 	70,349	<ul style="list-style-type: none"> • Support School Facilities and Equipment • Health Education Program (Sport, Health Counselling, Circumcision) • Literacy Activities Through Storytelling and Book Review Competitions • Support Education Program (Sahabat Mengajar) • Natural Disaster Victims Support • Environmental Day Participation • Public Facilities Support • Students Transportation Support 	39,112

1. These numbers are for 100% participating interest.

Other Programs Sustainable Livelihoods & Community Development¹ (GRI 413)

Operations	2017	US\$	2018	US\$	2019	US\$
Lematang PSC	<ul style="list-style-type: none"> Clean Water Supply for Community Fire Victims Support Police Office Facilities Support 	6,324	<ul style="list-style-type: none"> School Facilities Support Health Program (Counselling, Sport, Examination) Trash Box Support National Disaster Victims Support Support for Vulnerable Groups Medco Teaching Program (Sahabat Mengajar) 	17,594	<ul style="list-style-type: none"> Community Sport Program Health Program (Counselling, Blood Donors) National Disaster Victims Support Safety Riding Socialization Program for Students School-Extracurricular Program Support Ramadhan Program Support Medco Teaching Program (Sahabat Mengajar) 	25,443
Tarakan PSC	<ul style="list-style-type: none"> Renewable Energy Development Support Waste Management Program Support Stakeholder Mapping Local Disaster Contribution 	18,750	<ul style="list-style-type: none"> Health Program Environment Program Support 	7,539	<ul style="list-style-type: none"> Health Program (Healthy Living Socialization & Sport Program) Education Program Support Public Facilities Support 	4,668
South Natuna Sea Block B PSC	<ul style="list-style-type: none"> Scholarships Development of Environmental Management School Literacy Program Revitalization of Traditional Dance Staple Food and Fishermen Study and Assessment for Batu Lepe Public Park 	165,264	<ul style="list-style-type: none"> Social Assistance Programs for Disaster Management South Natuna Sea Block B PSC CSR Studies and Regular Monitoring and Evaluation Social Mapping Study 	73,863	<ul style="list-style-type: none"> National Disaster Victims Support 	1,331

1. These numbers are for 100% participating interest.

Other Programs Sustainable Livelihoods & Community Development¹ (GRI 413)

Operations	2017	US\$	2018	US\$	2019	US\$
Bangkanai PSC		Not Applicable			<ul style="list-style-type: none"> Disaster Aid Social Mapping 	20,971
Madura Offshore PSC		Not Applicable			<ul style="list-style-type: none"> Procurement of Community Activities Equipment: Public Facility for Cultural Event Equipment 	13,054
Sampang PSC		Not Applicable			<ul style="list-style-type: none"> Procurement of Community Activities Equipment: Traffic Signs, Public Facility for Cultural Event Equipment Environment program: Supply Diving Equipment Health Program: Health Care Equipment 	4,589
Thailand		Not Applicable			<ul style="list-style-type: none"> Support on Education, Environment, Community, and Others 	173,103
Subtotal Oil & Gas	Total	718,903	Total	570,508	Total	343,083
Medco Power	<ul style="list-style-type: none"> Charity to Support Infrastructure, Religion, Health and Education 	22,806	<ul style="list-style-type: none"> Charity to Support Infrastructure, Religion, Health and Education 	54,512	<ul style="list-style-type: none"> Disaster Victim Donation Support on Religious Event Support on Village Community Event Support on Health, Education, and Cultural Activities 	66,830
Subtotal Medco Power	Total	22,806	Total	54,512	Total	66,830

Security Practices (GRI 410)

Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019
Security Personnel Trained in Human Rights Policies or procedures	Percentage of security personnel who have received formal training in the organisation's human rights policies or specific procedures and their application to security	Oil & Gas	63.88%	73.70%	78.46%
		Power	100%	97.13%	99.04%
	Whether training requirements also apply to third party personnel	Oil & Gas Power	Human rights policies and procedures training are also applied to third-party security personnel.		

1. These numbers are for 100% participating interest.

Chapter 7 - Empowering Our People

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2017	2018	2019	
102-8	General Disclosures	Information on employees and other workers	Total number of employees by employment contract (permanent and temporary), by gender.					
		Gender	Oil & Gas	Permanent	Female	340	347	440
					Male	1,623	1,630	1,781
				Temporary	Female	17	19	6
					Male	101	92	76
			Power	Permanent	Female	53	51	67
					Male	426	476	549
				Temporary	Female	18	22	13
					Male	306	275	168
			Mining	Permanent	Female	139	8	10
					Male	1,460	24	35
				Temporary	Female	3	117	116
					Male	22	1,109	1,078
				Total		4,508	4,170	4,339
			Total number of employees by employment contract (permanent and temporary), by region.					
		Region	Oil & Gas					
				<i>International</i>				
				Oman	190	186	191	
				Tunisia	56	55	Not Applicable	
				Thailand (Bangkok Office)	Not Applicable	Not Applicable	69	
				Thailand (Bualuang)	Not Applicable	Not Applicable	28	
				<i>Domestic</i>				
				Block A PSC	82	135	150	
				South Sumatra PSC	188	185	194	
				Rimau PSC	136	129	101	
				South Natuna Sea Block B PSC	775	760	414	
				Lematang PSC	33	30	28	
				Tarakan PSC	33	30	29	
				Jakarta Office	588	578	1,042	
				Bangkanai PSC	Not Applicable	Not Applicable	42	
				Sampang PSC	Not Applicable	Not Applicable	15	

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2017	2018	2019
			Power	Medco Power Indonesia (Jakarta Head Office)	54	72	82
				Medco Power Indonesia (Singa)	12	11	-
				Medco Hidro Indonesia (Jakarta)	7	3	3
				Pembangkitan Pusaka Parahiangan (Cianjur)	14	22	24
				Bio Jathropa Indonesia (Cianjur)	21	22	20
				Sangsaka Hidro Barat (Cianjur)	-	-	-
				Medco Cahaya Geothermal (Jakarta)	7	9	11
				Mitra Energi Batam & Dalle Energi Batam (Batam) ¹	223	225	165
				Energi Listrik Batam (Batam)	46	45	46
				Multidaya Prima Elektrindo (Palembang)	21	21	23
				Energi Prima Elektrindo (Palembang)	21	21	24
				Tanjung Jati B (Jepara)	272	263	268
				Medco Geothermal Sarulla (Tapanuli Selatan)	98	100	105
				Medco Ratch Power Riau (Jakarta Head Office)	7	10	26

1. Mitra Energi Batam & Dalle Energi Batam (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	2017	2018	2019	
			Mining	AMNT	1,624	1,258	1,239	
		Total number of employees by employment type (full-time and part-time), by gender.						
		Oil & Gas	Full-time	Female	357	366	446	
				Male	1,724	1,722	1,857	
			Part-time	Female	-	-	-	
				Male	-	-	-	
		Power	Full-time	Female	71	73	80	
				Male	732	751	717	
			Part-time	Female	-	-	-	
				Male	-	-	-	
		Mining	Full-time	Female	142	125	126	
				Male	1,482	1,133	1,113	
			Part-time	Female	-	-	-	
				Male	-	-	-	
		Whether a significant portion of the organisation's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.						
		Oil & Gas					Project based activities, include Drilling and Engineering, Procurement and Construction (EPC)	
		Power					Project based activities, include Engineering, Procurement and Construction (EPC)	
		Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).						
		Oil & Gas					Not Applicable	
		Power					Not Applicable	
		Mining					Not Measured	
		An explanation of how the data have been compiled, including any assumptions made.				The data have been compiled from database and manual compilation.		

New Employee Hires

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2017		2018		2019	
					value	%	value	%	value	%
401-1	Employment	New employee hires and employee turnover	Total number and rate of new employee hires during the reporting period by:							
	Age Group	Oil & Gas	Under 30 years old		70	3.36%	76	3.64%	21	0.91%
			30-50 years old		71	3.41%	103	4.93%	81	3.52%
			Over 50 years old		14	0.67%	9	0.43%	7	0.30%
		Power	Under 30 years old		164	20.42%	45	5.46%	50	6.27%
			30-50 years old		57	7.10%	40	4.85%	53	6.65%
			Over 50 years old		5	0.62%	3	0.36%	8	1.00%
		Mining	Under 30 years old		3	0.18%	13	1.03%	8	0.64%
			30-50 years old		8	0.49%	51	4.05%	25	2.02%
			Over 50 years old		2	0.12%	14	1.11%	4	0.32%
	Gender	Oil & Gas	Female		33	1.59%	39	1.87%	23	1.00%
			Male		122	5.86%	149	7.14%	86	3.73%
		Power	Female		13	1.62%	12	1.46%	17	2.13%
			Male		213	26.53%	76	9.22%	94	11.79%
		Mining	Female		3	0.18%	11	0.87%	32	2.58%
			Male		10	0.62%	67	5.33%	5	0.40%
	Region	Oil & Gas ¹		<i>International</i>						
				Tunisia	-	-	3	0.14%	Not applicable	
				Oman	4	0.19%	8	0.38%	14	0.61%
				Thailand (Bangkok Office)	Not Applicable			11	0.48%	
				Thailand (Bualuang)	Not Applicable			2	0.09%	
				<i>Domestic</i>						
				Block A PSC	64	3.08%	112	5.36%	9	0.39%
				South Sumatra PSC	-	-	2	0.10%	2	0.09%
				Rimau PSC	4	0.19%	-	-	2	0.09%
				South Natuna Sea Block B PSC	26	1.25%	9	0.43%	-	-
				Lematang PSC	-	-	-	-	1	0.04%
				Tarakan PSC	-	-	-	-	-	-
				Jakarta Office	57	2.74%	54	2.59%	67	2.91%

1. There were parameter changes in the calculation of new employee hires and employee turnover in 2019 as follows:

- Exclusion of employment status changes and extensions (e.g. change from temporary to permanent status and renewal of temporary employment agreement)
- Exclusion of the inter-region employee movement from South Natuna Sea Block B PSC to other oil and gas domestic working locations (or vice versa)

The above parameters were included in the calculation of new employee hires and employee turnover in 2017 and 2018.

New Employee Hires

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2017		2018		2019	
					value	%	value	%	value	%
				Bangkanai PSC		Not Applicable			1	0.04%
				Sampang PSC		Not Applicable			-	-
		Power		Medco Power Indonesia (Jakarta Head Office)	5	0.62%	24	2.91%	30	3.76%
				Medco Power Indonesia (Singa)	1	0.12%	-	-	-	-
				Medco Hidro Indonesia (Jakarta)	1	0.12%	1	0.12%	1	0.13%
				Pembangkitan Pusaka Parahiangan (Cianjur)	-	-	15	1.82%	4	0.50%
				Bio Jathropa Indonesia (Cianjur)	4	0.50%	9	1.09%	-	-
				Sangsaka Hidro Barat (Cianjur)	-	-	-	-	-	-
				Medco Cahaya Geothermal (Jakarta)	-	-	2	0.24%	5	0.63%
				Mitra Energi Batam & Dalle Energi Batam (Batam) ¹	129	16.06%	5	0.61%	5	0.63%
				Energi Listrik Batam (Batam)	3	0.37%	3	0.36%	4	0.50%
				Multidaya Prima Elektrindo (Palembang)	-	-	-	-	3	0.38%
				Energi Prima Elektrindo (Palembang)	-	-	-	-	3	0.38%
				Tanjung Jati B (Jepara)	34	4.23%	13	1.58%	30	3.76%
				Medco Geothermal Sarulla (Tapanuli Selatan)	48	5.98%	13	1.58%	8	1.00%
				Medco Ratch Power Riau (Jakarta Head Office)	1	0.12%	3	0.36%	18	2.26%
		Mining		AMNT	13	0.80%	78	6.20%	37	2.99%

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

Employee Turnover

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	Entities	2017		2018		2019	
						value	%	value	%	value	%
401-1	Employment	New employee hires and employee turnover	Total number and rate of employee turnover during the reporting period by:								
		Age Group	Oil & Gas	Under 30 years old		4	0.19%	3	0.14%	10	0.43%
				30-50 years old		31	1.49%	63	3.02%	111	4.82%
				Over 50 years old		22	1.06%	45	2.16%	53	2.30%
			Power	Under 30 years old		5	0.62%	15	1.82%	70	8.78%
				30-50 years old		25	3.11%	45	5.46%	55	6.90%
				Over 50 years old		9	1.12%	6	0.73%	11	1.38%
			Mining	Under 30 years old		1	0.06%	1	0.08%	1	0.08%
				30-50 years old		3	0.18%	6	0.48%	39	3.15%
				Over 50 years old		-	-	-	-	11	0.89%
		Gender	Oil & Gas	Female		17	0.82%	22	1.05%	48	2.08%
				Male		40	1.92%	89	4.26%	126	5.47%
			Power	Female		5	0.62%	9	1.09%	9	1.13%
				Male		34	4.23%	57	6.92%	127	15.93%
			Mining	Female		-	-	-	-	5	0.40%
				Male		4	0.25%	7	0.56%	46	3.71%
		Region	Oil & Gas ¹		<i>International</i>						
					Tunisia	-	-	1	0.05%	Not Applicable	
					Oman	8	0.38%	15	0.72%	14	0.61%
					Thailand (Bangkok Office)	Not Applicable				13	0.56%
					Thailand (Bualuang)	Not Applicable				-	-
					<i>Domestic</i>						
					Block A PSC	1	0.05%	2	0.10%	3	0.13%
					South Sumatra PSC	3	0.14%	6	0.29%	8	0.35%
					Rimau PSC	2	0.10%	1	0.05%	5	0.22%
					South Natuna Sea Block B PSC	21	1.01%	30	1.44%	3	0.13%
					Lematang PSC	1	0.05%	1	0.05%	1	0.04%
					Tarakan PSC	1	0.05%	-	-	1	0.04%
					Jakarta Office	20	0.96%	55	2.63%	123	5.34%

1. There were parameter changes in the calculation of new employee hires and employee turnover in 2019 as follows:

- Exclusion of employment status changes and extensions (e.g. change from temporary to permanent status and renewal of temporary employment agreement)
- Exclusion of the inter-region employee movement from South Natuna Sea Block B PSC to other oil and gas domestic working locations (or vice versa)

The above parameters were included in the calculation of new employee hires and employee turnover in 2017 and 2018.

Employee Turnover

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	Entities	2017		2018		2019	
						value	%	value	%	value	%
					Bangkanai PSC			Not Applicable		2	0.09%
					Sampang PSC			Not Applicable		1	0.04%
			Power		Medco Power Indonesia (Jakarta Head Office)	4	0.50%	11	1.33%	20	2.51%
					Medco Power Indonesia (Singa)	-	-	-	-	11	1.38%
					Medco Hidro Indonesia (Jakarta)	2	0.25%	2	0.24%	1	0.13%
					Pembangkitan Pusaka Parahiangan (Cianjur)	2	0.25%	9	1.09%	2	0.25%
					Bio Jathropa Indonesia (Cianjur)	3	0.37%	6	0.73%	2	0.25%
					Sangsaka Hidro Barat (Cianjur)	1	0.12%	-	-	-	-
					Medco Cahaya Geothermal (Jakarta)	-	-	-	-	3	0.38%
					Mitra Energi Batam & Dalle Energi Batam (Batam) ¹	1	0.12%	2	0.24%	65	8.16%
					Energi Listrik Batam (Batam)	4	0.50%	4	0.49%	1	0.13%
					Multidaya Prima Elektrindo (Palembang)	-	-	-	-	1	0.13%
					Energi Prima Elektrindo (Palembang)	-	-	-	-	-	-
					Tanjung Jati B (Jepara)	19	2.37%	20	2.43%	25	3.14%
					Medco Geothermal Sarulla (Tapanuli Selatan)	3	0.37%	11	1.33%	3	0.38%
					Medco Ratch Power Riau (Jakarta Head Office)	-	-	1	0.12%	2	0.25%
			Mining		AMNT	4	0.25%	7	0.56%	51	4.11%

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

Benefits for Permanent Employees

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	Category	2017	2018	2019
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 organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: <ol style="list-style-type: none"> life insurance; health care; disability and invalidity coverage; parental leave; retirement provision; stock ownership; others. 	Oil & Gas		<ol style="list-style-type: none"> Education Refund Plan (MEI and MEPI), Employee Education Assistance (South Natuna Sea Block B PSC) Emergency Loan (MEI and MEPI), Loan Salary Advance (South Natuna Sea Block B PSC) Pension program - "Penghargaan atas Pengabdian" (MEI and MEPI, South Natuna Sea Block B PSC) Service award (MEI and MEPI, South Natuna Sea Block B PSC) Scholarship Assistance (Oman) Housing Loan Assistance (Oman) Group benefits plan, include medical, dental and life insurance (Tunisia) 		<ol style="list-style-type: none"> Education/ Scholarship Assistance (oil & gas domestic, Thailand, Oman) Emergency Loan/ Loan Salary Advance (oil & gas domestic) Pension program - "Penghargaan Atas Pengabdian" (oil & gas domestic, excluding Bangkanai PSC & Sampang PSC) Service Award (oil & gas domestic) Housing Loan Assistance (Oman)
				Power		<ol style="list-style-type: none"> Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Medco Hidro Indonesia, Energi Listrik Batam) Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam, Dalle Energi Batam) 		<ol style="list-style-type: none"> Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam, Dalle Energi Batam)

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	Category	2017	2018	2019
			Mining			<p>The company provides the following benefits (2017 & 2018):</p> <ol style="list-style-type: none"> 1. Mandatory BPJS Kesehatan for outpatient and inpatient 2. Manadatory BPJSTK for JKK,JKM, JHT, JP. 3. Life insurance 24 x Basic Salary (Mandiri InHealth) 4. Medical Insurance for GHS (group hospitalization and surgery) 5. Annual Ceiling for medical Outpatient (8.5 million/years) 6. Saving Plan Program - managed by AXA Mandiri 7. Parental leave as per government regulation 8. Site Allowance 9. Monthly & Annual KPI Bonus 10.No stock ownership 11. 1x Basic Salary for THR (religion bonus) 		<p>The company provides the following benefits (2019):</p> <ol style="list-style-type: none"> 1. Mandatory BPJS Kesehatan for outpatient and inpatient 2. Mandatory BPJS TK for JKK,JKM, JHT, JP. 3. Life insurance 24 x Basic Salary (Mandiri InHealth) 4. Medical Insurance for GHS (group hospitalization and surgery) 5. Annual Ceiling for medical Outpatient (8.5 million/years) 6. Saving Plan Program - managed by AXA Mandiri 7. Parental leave as per government regulation 8. Site Allowance 9. Monthly & Annual KPI Bonus 10. No stock ownership 11. 1x Basic Salary for THR (religion bonus)
		b. The definition used for 'significant locations of operation'.				As stated in the list benefits above		

Parental Leave

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2017	2018	2019		
401-3	Employment	Parental leave	a. Total number of employees that were entitled to parental leave, by gender.	Oil & Gas	Female	357	366	446
					Male	1,581	1,576	1,725
				Power	Female	71	73	80
					Male	498	486	525
				Mining	Female	106	97	95
					Male	1,430	1,082	1,112
			b. Total number of employees that took parental leave, by gender.	Oil & Gas	Female	14	18	18
					Male	130	98	95
				Power	Female	3	5	8
					Male	51	33	42
				Mining	Female	14	4	5
					Male	91	21	18
			c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	Oil & Gas	Female	14	18	18
					Male	130	98	95
				Power	Female	3	5	8
					Male	51	33	42
				Mining	Female	14	4	5
					Male	91	21	18
			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.	Oil & Gas	Female ¹	33	14	13
					Male ¹	147	130	93
				Power	Female ¹	5	3	5
					Male ¹	26	51	33
				Mining	Female ¹	14	4	5
					Male ¹	91	21	18
e. 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%			
	Mining	Female	100%	100%	100%			
		Male	100%	100%	100%			
f. Retention rates of employees that took parental leave, by gender.	Oil & Gas	Female	100%	100%	72.22%			
		Male	100%	100%	94.90%			
	Power	Female	100%	100%	100%			
		Male	100%	100%	100%			
	Mining	Female	100%	100%	100%			
		Male	100%	100%	100%			

1. Calculation per reporting year referred to records of return to work after parental leave from the prior year.

Diversity and Equal Opportunity

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	Entities	2017	2018	2019	
405-1	Diversity and Equal Opportunity	Diversity of governance bodies and employees	a. Percentage of individuals within the organisation's governance bodies in each of the following diversity categories:						
			i. Gender		Female	26.67%	26.67%	31.25%	
					Male	73.33%	73.33%	68.75%	
			ii. Age group		Under 30 years old	-	-	-	
					30-50 years old	33.33%	26.67%	12.50%	
					Over 50 years old	66.67%	73.33%	87.50%	
			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	17.16%	17.53%	19.37%
						Male	82.84%	82.47%	80.63%
					Power	Female	8.84%	8.86%	10.04%
						Male	91.16%	91.14%	89.96%
					Mining	Female	9.00%	10.00%	10.00%
						Male	91.00%	90.00%	90.00%
			ii. Age group		Oil & Gas	Under 30 years old	9.13%	7.85%	6.64%
						30-50 years old	76.45%	78.30%	78.03%
						Over 50 years old	14.42%	13.84%	15.33%
					Power	Under 30 years old	33.50%	33.50%	28.61%
						30-50 years old	61.64%	61.53%	64.37%
						Over 50 years old	4.86%	4.98%	7.03%
					Mining	Under 30 years old	3.00%	4.00%	3.00%
						30-50 years old	90.00%	86.00%	82.00%
						Over 50 years old	7.00%	10.00%	15.00%
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).		Not Available				

Chapter 8 - Safeguarding the Environment

Direct (Scope 1) GHG Emissions

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019		
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	1,170,529.05 ¹	1,162,507.63 ¹	1,294,520.14 ²		
				Power	855,549.90 ³	905,626.77 ³	918,444.53 ³		
				Mining	1,255,167.15	1,320,451.56	1,629,914.00		
			b. Gases included in the calculation	Oil & Gas	CO ₂ , N ₂ O, CH ₄				
				Power	Not Available				
				Mining	Not Available				
			c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	Oil & Gas	Report does not include biogenic CO ₂ emissions. MedcoEnergi calculates and reports GHG emissions from stationary sources and other human activities-associated emissions resulting from fossil fuels.				
				Power					
				Mining			Not Available		
			d. The base year for the calculation, if applicable, including:						
			i. The rationale for choosing it;					Not Applicable	
			ii. Emissions in the base year					Not Applicable	
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions					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	Source of emissions factors: Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and the United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42) Source of GWP rates: IPCC Fourth Assessment Report.				
				Power	Source of emissions factors: Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume I Year 2012 Source of GWP rates: IPCC Fourth Assessment Report.				
f. Consolidation approach for emissions	Oil & Gas	Operational control							
	Power								
	Mining			Not Available					
g. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	API Compendium 2009 and US EPA AP-42.							
	Power	Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012.							
	Mining	2010 Guidelines to Department for Environment, food and Rural Affairs (Defra)/Department of Energy Climate Change (DECC's) GHG Conversion Factors for Company Reporting.							

1. Consolidated data (International: Oman and Tunisia; Domestic: Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, South Natuna Sea Block B PSC).

2. Consolidated data (International: Oman and Thailand; Domestic: Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, Block A PSC, South Natuna Sea Block B PSC, Bangkanai PSC, Sampang PSC, Madura Offshore PSC).

3. Consolidated data: Mitra Energi Batam, Dalle Energi Batam, Energi Listrik Batam, Energi Prima Elektrindo, Multidaya Prima Elektrindo. Mitra Energi Batam, Dalle Energi Batam include mobile generator (TM2500).

GHG Emissions Intensity

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019		
GRI 305-4	Emissions	GHG emissions intensity	a. GHG emissions intensity ratio for the organisation.	Oil & Gas	205.21 ¹	237.12 ¹	192.80 ²		
				Power	0.54 ³	0.55 ³	0.56 ³		
				Mining	2.17	3.67	5.66		
			b. Organisation-specific metric (the denominator) chosen to calculate the ratio.	Oil & Gas	ton CO ₂ e/1000 TOE HC product				
				Power	ton CO ₂ e/MWH				
				Mining	metric ton per WMT CO ₂ emissions to copper concentrate production ratio.				
			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) emission sources					
				d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	CO ₂ , N ₂ O, CH ₄				

1. Consolidated data (International: Oman and Tunisia; Domestic: Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, South Natuna Sea Block B PSC).
2. Consolidated data (International: Oman and Thailand; Domestic: Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, Block A PSC, South Natuna Sea Block B PSC, Bangkanai PSC, Sampang PSC, Madura Offshore PSC).
3. Consolidated data: Mitra Energi Batam, Dalle Energi Batam, Energi Listrik Batam, Energi Prima Elektrindo, Multidaya Prima Elektrindo. Mitra Energi Batam, Dalle Energi Batam include mobile generator (TM2500).

Nitrogen Oxides (NOx), Sulphur Oxides (SOx), and Other Significant Air Emissions

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019				
GRI 305-7	Emissions	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	a. Significant air emissions, in kilograms or multiples, for each of the following:	i. NOx (ton/ year)	Oil & Gas	13,770.76 ¹	14,149.41 ¹	13,625.49 ²			
					Power	704.25 ³	948.25 ³	1,944.42 ³			
					Mining	1,022 (up to June 2017)	2,270.00	2,325.00			
				ii. SOx (ton/ year)	Oil & Gas	16.89 ¹	14.88 ¹	23.73 ²			
					Power	337.24 ³	411.82 ³	437.54			
					Mining	656 (up to June 2017)	995	1,258			
				iii. Persistent Organic Pollutants (POP)	Not Applicable						
				iv. Volatile Organic Compounds (VOC)	Oil & Gas	2,054.91 ¹	1,508.95 ¹	1,846.39 ²			
					Power	Not Applicable					
					Mining	Not Applicable					
				v. Hazardous Air Pollutants (HAP)	Not Applicable						
				vi. Particulate Matter (PM, ton/ year)	Oil & Gas	340.31 ¹	341.20 ¹	396.37 ²			
					Power	156.31 ³	192.17 ³	165.45 ³			
					Mining	126 (up to June 2017)	257.00	248.0			

1. Domestic data: Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, South Natuna Sea Block B PSC.
2. Domestic data: Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, Malaka PSC, South Natuna Sea Block B PSC, Sampang PSC, Madura Offshore PSC.
3. Consolidated data: Mitra Energi Batam, Dalle Energi Batam, Energi Listrik Batam, Energi Prima Elektrindo, Multidaya Prima Elektrindo.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019
			vii. Other standard categories of air emissions identified in relevant regulations			Not Available	
		b. Source of the emissions factors used		Oil & Gas	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and the United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42)		
				Power	Not Applicable		
				Mining	Not Available		
		c. Standards, methodologies, assumptions, and/or calculation tools used		Oil & Gas	API Compendium 2009 and US EPA AP-42		
				Power	Minister of Environment Decree Number 21 Year 2008 regarding Emission Quality Standards for Stationary Sources for Businesses and/or Activities of Thermal Power Plants	Minister of Environment and Forestry Regulation Number P.15/MENLHK/SETJEN/KUM.1/4/2019 regarding Emission Quality Standards for Thermal Power Plants	
				Mining	Minister of Environment Regulation Number 4 year 2014 regarding Emission Standard for Stationary Sources for Mining Activities		

1. Domestic data: Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, South Natuna Sea Block B PSC.
2. Domestic data: Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, Malaka PSC, South Natuna Sea Block B PSC, Sampang PSC, Madura Offshore PSC.
3. Consolidated data: Mitra Energi Batam, Dalle Energi Batam, Energi Listrik Batam, Energi Prima Elektrindo, Multidaya Prima Elektrindo.

Chapter 9 - Protecting the Health and Safety of Our People

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019
GRI 403-1	Occupational Health and Safety	Workers representation in formal joint management-worker health and safety committees	a. The level at which each formal joint management worker health and safety committee typically operates within the organisation.	Oil & Gas	<p>Onshore Asset Indonesia</p> <ul style="list-style-type: none"> • Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, and Block A PSC: <p>HSECom (Health, Safety and Environment Committee) which consists of Board of Directors, Head of Assets, Head of Divisions and workers representative.</p> <ul style="list-style-type: none"> • Sampang PSC and Bangkanai PSC (2019 only): <p>The Management HSE and HSE Audit Committee consists of Country Manager (Chairman), HSE Manager (Secretary), Asset Manager, Operations Manager, HR Manager, Legal Council, employee representatives and other members designated by Chairman.</p> <p>Offshore Asset Indonesia</p> <ul style="list-style-type: none"> • South Natuna Sea Block B PSC <p>HSE (Health, Safety and Environment) Action Committee which consists of Board of Directors, Head of Assets, Head of Divisions and workers representative.</p>		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019
							<ul style="list-style-type: none"> Madura Offshore PSC (2019 only) <p>The Management HSE and HSE Audit Committee consist of Country Manager (Chairman), HSE Manager (Secretary), Asset Manager, Operations Manager, HR Manager, Legal Council, employee representatives and other members designated by Chairman.</p>
							<p>Offshore Asset International Thailand (2019 only)</p> <p>Health, Safety, Security and Environment (HSSE) Management Committee consists of Chairman, Secretary and employee representatives of Ophir Thailand as other members.</p>
				Power	<p>Medco Power</p> <p>Medco Power and each of its subsidiaries have a health and safety working group which comprises of both management and workers. At Medco Power level, the working group is a P2K3 (Panitia Pelaksana Keselamatan Kesehatan Kerja) and at each subsidiary, the working group is an HSE Working Group.</p> <p>Each month the group conducts routine meetings and inspections to ensure that the Company's HSE procedures are implemented in accordance with HSE rules and regulations.</p>		
				Mining	<p>Mining</p> <p>Area Safety Committee is led by Area/ Dept Sr. Manager; Site-wide Safety Committee and Business Partner Safety Committee are led by General Manager Operations/Chief Mine Technical. All committees have workers representation.</p>		
			b. Percentage of workers whose work, or workplace, is controlled by the organisation, that is represented by formal joint management worker health and safety committees.			100%	

Types and Rates of Injury

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019
GRI 403-2	Occupational Health and Safety	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	(a) and (b). Types of injury for all workers and employees	Definitions	<p>Fatality: This classification includes cases of death caused by accident or occupational illness, regardless of the time between the occurrence of an accident/illness and the time of death.</p> <p>Lost Time Injury (LTI): This classification includes cases of injury or illness that cause the injured person to be at least 24 hours absent from work after the day of the incident. The classification applies regardless of whether the next day is a workday or a holiday. Fatalities, total permanent disability and partial permanent disability cases are included in LTI.</p> <p>Restricted Work Injury (RWI): This classification covers cases of work accident/occupational illness that result in an injured person not being able to perform full routine tasks, or not being able to work fully within one business day where the injured person has been scheduled to work the next day.</p>		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019
					Medical Treatment Injury (MTI): This classification covers cases of work injury/illnesses that require medical treatment.		
				Oil & Gas	LTI	Fatality	Fatality
					RWI	LTI	LTI
					MTI	RWI	RWI
						MTI	MTI
				Power	Fatality	MTI	Fatality
							MTI
			Total	Oil & Gas	0.70	0.59	0.58
			Recordable Incident Rate (TRIR) per 1,000,000 work hours for all workers and employees In reference to OSHA criteria:	Power	0.35	0.31	0.44
			i. Minor injuries are excluded	Mining	Not Available	0.43	0.68
			ii. Fatalities are included				
			Occupational Disease Rate (ODR) per 1,000,000 work hours for all workers and employees	Oil & Gas	0.00	0.00	0.00
				Power	0.00	0.00	0.00
				Mining	Not Available	Not Available	Not Available
			Lost Time Incident Rate (LTIR) per 1,000,000 work hours for all workers and employees In reference to OSHA criteria:	Oil & Gas	0.18	0.13	0.27
			i. Calendar days are used to calculate 'lost days'	Power	0.35	0.00	0.22
			ii. The 'lost days' count begins the day after the incident.				
			In reference to DEMR criteria:	Mining	Not Available	9.27	576.2
			Absentee rate (AR) for all workers and employees			Not Available	
			Work-related fatalities, for all workers and employees	Oil & Gas	0	1	1
				Power	1	0	1
				Mining	Not Available	0	2

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019
			c. The system of rules applied in recording and reporting accident statistics.		<p>The injury rates are calculated as follow: Total Recordable Incident Rate (TRIR) per 1,000,000 work hour = (number of recordable injuries)/manhour x 1,000,000</p> <hr/> <p>Occupational Disease Rate (ODR) per 1,000,000 work hour = (number of occupational disease cases)/manhour x 1,000,000</p> <hr/> <p>Lost Time Incident Rate (LTIR) per 1,000,000 work hour = (number of lost time cases including fatality)/manhour x 1,000,000</p>		
				Oil & Gas	<p>Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, Block A PSC, South Natuna Sea Block B PSC, Oman, Tunisia</p> <p>Safety statistics and incident data are collected from each asset according to the Incident Management Document Guideline. This system is widely used for industrial incident rate calculation and classification which complies with the Indonesian Government Regulation as stated in Decree of Mining and Oil and Gas Engineering Director regarding Accidents Documentation and Registry dated 25 October 1996, and refers to Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.</p> <p>Sampang PSC, Bangkanai PSC and Madura Offshore PSC (2019 only)</p> <p>Ophir Indonesia's safety statistics are calculated from subsidiaries according to Incident/Accident Investigation and Reporting Procedure, which complies with the Indonesian Government Regulation (Minister of Manpower Regulation Number 03/MEN/98 regarding Procedure in Reporting and Investigating Occupational Accident and Law Number 1 Year 1970 regarding Occupational Safety).</p> <p>Thailand (2019 only)</p> <p>Ophir Thailand's safety statistics categorizations, recording, reporting and investigation follows the Incident Investigation & Reporting Procedure, in which are in alignment with the Thai Government Regulation. Moving forward, as part of Medco organisation integration, Thailand asset will align with Medco's procedure.</p>		
				Power	<p>Medco Power's safety statistics are calculated from subsidiaries according to incident/ accident investigation and reporting procedure (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.</p>		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2017	2018	2019
				Mining	AMNT's safety statistics and incidents are collected from the mining sites in adherence with the Indonesian Decree of Mineral and Coal Directorate General No. 185.K/37.04/DJB/2019 regarding Technical Guideline for Mining Safety and the Implementation, Evaluation, and Reporting of Mineral and Coal Mining Safety Management.		

Formal Agreements

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2017	2018	2019
GRI 403-4	Occupational Health and Safety	Health and safety topics covered in formal agreements with trade unions	a. and b. Whether formal agreements (either local or global) with trade unions cover health and safety. If so, the extent, to which various health and safety topics are covered by these agreements.	<p>PT Medco E&P Indonesia Agreement at the local level (Collective Labour Agreement) for 2016 - 2018 and 2018 - 2020 covers:</p> <ul style="list-style-type: none"> - Health, Safety and Environment - Personal Protective Equipment (PPE) - Work-related Accidents/Incidents <p>Medco E&P Natuna Ltd. Clauses which formally address health and safety, in line with the HSE Policy, have been included in Collective Labour Agreement for 2017 - 2018 and 2018 - 2020 covering:</p> <ul style="list-style-type: none"> - Health, Safety and Environment - HSE Committee - Personal Protective Equipment (PPE) - Safety Insurance Coverage - Healthy Working Environment <p>PT Medco Energi Internasional Tbk. 2017 - 2019 and 2019 - 2021 Collective Labour Agreement covers:</p> <ul style="list-style-type: none"> - Health, Safety & Environment - Work-related Incidents - Health Coverage <p>Medco Energi Sampang Pty Ltd. (2019 only) Sampang established labour union only recently and is currently still complying with various health and safety topics regulated in Sampang's Company Regulations. Employees working for Madura Offshore are employed under Sampang, therefore they also comply with Sampang's Company Regulation. The HSE topics cover:</p> <ul style="list-style-type: none"> - Work Protection - Safety - Work Equipment - Work Accident - Sudden Death at the Workplace - Funeral Assistance for the Death of Employee and Their Families <p>Medco Energi West Bangkanai Ltd. (2019 only) Bangkanai's Collective Labour Agreement 2019-2021 is developed based on agreement and negotiation with Labour Union and covers:</p> <ul style="list-style-type: none"> - Safety at Work - Work Equipment - Occupational Accident Assurance - Death due to Occupational Accidents <p>Medco Energi Thailand (E&P) Ltd. and Medco Energi Thailand (Bualuang) Ltd. (2019 only) Thailand organisation size is not adequate to establish a labour union. Hence, there is no formal agreement. However, Thailand implemented a number of HSE policies including:</p> <ul style="list-style-type: none"> - Health, Safety, Security and Environmental Policy - Stop Work Policy - Alcohol & Substance Abuse Policy - Climate Change Policy <p>These policies are part of the new employee welcome pack and orientation.</p>		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2017	2018	2019
						<p>Medco Power Medco Power and all its subsidiaries do not have trade unions. Various health and safety topics are regulated in Medco Power's 2016-2018 and 2018-2020 Company Regulations including: - Health, Safety and Environment - Work-related Incidents</p> <p>Amman Mineral Nusa Tenggara 2019-2020 Company Regulations covers: - Health Coverage - Health, Safety & Environment - Personal Protective Equipment - Medical Checkup</p>

GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core option. The report references the GRI Standards listed in the left-hand column of this GRI Content Index. Where the GRI Standard has not been used in full we have marked the disclosure "partial" and explained the reasons for the omission. The page location of GRI Content Index in the following table refers to the 2019 Sustainability Report page 1-75 (available at www.medcoenergi.com/en/subpagelist/view/36 or through MedcoEnergi's website at www.medcoenergi.com) and this GRI Performance Data page 76-114.

GRI Standard	GRI Disclosure	Location (Page #)	Level of Disclosure (Full, Partial, Not Disclosed)	Reason for Omission and Other Notes
GRI 102: General Disclosures	102-1 Name of the organisation	4, 10, 15, 76	Full	
	102-2 Activities, brands, products, and services	12, 13, 15	Full	
	102-3 Location of headquarters	10, 12, 13	Full	
	102-4 Location of operations	12, 13	Full	
	102-5 Ownership and legal form	111	Full	The legal basis of the establishment was issued through notarial deed on 9 June 1980 and approved by the Ministry of Justice of the Republic of Indonesia in 1981. Shareholder of PT Medco Energi Internasional Tbk as of 31 December 2019 consists of PT Medco Daya Abadi (50.01%), Diamond Bridge Pte. Ltd. (21.38%) and Public (28.61%).
	102-6 Markets served	Not Measured	Not Disclosed	Not Applicable – MedcoEnergi does not produce retail products that are directly consumed by the general public. The products of MedcoEnergi, such as crude oil, natural gas, and electricity, are industrial products that are used by various industries.

GRI Standard	GRI Disclosure	Location (Page #)	Level of Disclosure (Full, Partial, Not Disclosed)	Reason for Omission and Other Notes
	102-7 Scale of the organisation	15, 17	Full	Refer to MedcoEnergi 2019 Annual Report page 48-49.
	102-8 Information on employees and other workers	46 - 50, 93 - 95	Full	
	102-9 Supply chain	16	Full	
	102-10 Significant changes to the organisation and its supply chain	Not Measured	Not Disclosed	Not applicable – Supply chain was not identified as a material issue for MedcoEnergi.
	102-11 Precautionary Principle or approach	Not Measured	Not Disclosed	Not applicable – MedcoEnergi has a comprehensive enterprise risk management system in place.
	102-12 External initiatives	26 - 28, 31	Full	
	102-13 Membership of associations	23	Full	
	102-14 Statement from senior decision-maker	6 - 9	Full	
	102-16 Values, principles, standards, and norms of behaviour	14, 24 - 33	Full	
	102-17 Mechanisms for advice and concerns about ethics	26 - 31	Full	
	102-18 Governance structure	25	Full	
	102-40 List of stakeholder groups	22	Full	High-level list of stakeholder groups are included.
	102-41 Collective bargaining agreements	47	Full	
	102-42 Identifying and selecting stakeholders	21 - 22, 35	Full	
	102-43 Approach to stakeholder engagement	35	Full	
	102-44 Key topics and concerns raised	19 - 21	Full	
	102-45 Entities included in the consolidated financial statements	Not Measured	Full	Refer to MedcoEnergi 2019 Annual Report (Financial Report) page 98.
	102-46 Defining report content and topic Boundaries	6 - 9	Full	See Message from the Chairman and Letter from the Board.
	102-47 List of material topics	19 - 21	Full	
	102-48 Restatements of information	Not Applicable	Not Disclosed	Not Applicable
	102-49 Changes in reporting	4	Full	

GRI Standard	GRI Disclosure	Location (Page #)	Level of Disclosure (Full, Partial, Not Disclosed)	Reason for Omission and Other Notes
	102-50 Reporting period	4	Full	
	102-51 Date of most recent report	4	Full	
	102-52 Reporting cycle	4	Full	
	102-53 Contact point for questions regarding the report	4	Full	
	102-54 Claims of reporting in accordance with the GRI Standards	4	Full	
	102-55 GRI content index	112 - 114	Full	
	102-56 External assurance	Attached to the Appendix	Full	Please refer to the section "Independent Limited Assurance Statement".
GRI 103: Management Approach	103-1 Explanation of the material and its Boundary	19 - 21	Full topic	
	103-2 The management approach and its components	24, 34, 46, 51, 62	Full	
	103-3 Evaluation of the management approach	32, 44, 50, 61, 68	Full	
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	18	Partial	
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	34 - 45, 81	Partial	Information partly available for Amman Minerals Nusa Tenggara.
	203-2 Significant indirect economic	22 - 43, 81 - 85	Partial	Information on impact assessment methods is provided in Chapter 6. Information on indirect impacts is unavailable.
GRI 205: Anti- Corruption	205-1 Operations assessed for risks related to corruption	27 - 31, 77	Full	
	205-2 Communication and training about anti-corruption policies and procedures	27 - 31, 77 - 79	Partial	Information is reported on a consolidated basis and not broken down by employee category or region.
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	53 - 54, 104	Partial	Information partly available for AMNT.
	305-4 GHG emissions intensity	53 - 54, 105	Partial	Information partly available for AMNT.
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	105 - 106	Partial	Information unavailable for NOx, SOx, and PM for AMNT (July – December 2017). Information unavailable for Persistent Organic Pollutants (POP), Hazardous Air Pollutants (HAP) for all business units. Information unavailable for Volatile Organic Compounds (VOC) for Power and Mining in 2017-2019.

GRI Standard	GRI Disclosure	Location (Page #)	Level of Disclosure (Full, Partial, Not Disclosed)	Reason for Omission and Other Notes
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	51	Partial	Information partly available for Amman Minerals Nusa Tenggara.
GRI 401: Employment	401-1 New employee hires and employee turnover	46 - 50, 98 - 99	Full	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	100 - 101	Full	
	401-3 Parental leave	102	Full	
GRI 403: Occupational Health and Safety	403-1 Workers representation in formal joint management-worker health and safety committees	106 - 107	Full	
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	107 - 109	Partial	Information unavailable for Occupational Disease Rate and Absentee Rate. Information for Rates of Injury provided on a consolidated basis, not broken down by gender.
	403-4 Health and safety topics covered in formal agreements with trade unions	110 -111	Full	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	46 - 50, 103	Partial	Information unavailable for minority or other vulnerable groups.
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	92	Full	
GRI 412: Human Rights Assessment	412-1 Operations that have been subjected to human rights reviews or impact assessment	80	Partial	Information unavailable for Amman Mineral Nusa Tenggara.
	412-2 Employee training on human rights policies or procedures	80	Partial	Information unavailable for Amman Mineral Nusa Tenggara.
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	80	Full	
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	85 - 92	Partial	Information unavailable for Amman Mineral Nusa Tenggara.
				Information unavailable for indirect impacts of investments.
GRI 415: Public Policy	415-1 Political contributions	81	Full	
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	26	Full	



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