

PT Medco Energi International Tbk

Independent Limited Assurance Statement in relation to the
subject matters included in the Sustainability Report of
PT Medco Energi Internasional Tbk for the year 2019

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Report No. 00463/2.1032/JL.0/02/0692-3/1/VIII/2020

To the Management of PT Medco Energi Internasional Tbk (the "Company")

We have carried out a limited assurance engagement in order to state whether anything has come to our attention that causes us to believe that the subject matter detailed below ("Subject Matter"), and as presented in the Sustainability Report of the Company for the year 2019 (the "Report"), has not been reported and presented fairly, in all material respects, in accordance with the criteria ("Criteria") below.

Subject Matter

The Subject Matter for our limited assurance engagement was limited to the indicators/disclosures for the year 2017, 2018 and 2019 as detailed in the Appendix 1.

The Subject Matter did not include:

- Data sets, statements, information, systems or approaches other than the selected indicators/disclosures
- Management's forward looking statements such as targets, plans and intensions
- Any comparisons made against historical data
- Any work in respect of sustainability information published elsewhere in the Company's annual report, website and other publications
- Sustainability information prior to 1 January 2017 and subsequent to 31 December 2019

Criteria

As the basis for the assurance engagement, the Company has used definitions as set out in the Global Reporting Initiative Standards for the selected Subject Matter in the Report, unless otherwise stated in each disclosure items throughout the report.

Management's responsibility

The Management of the Company is responsible for the preparation and fair presentation of the Subject Matter in accordance with the Criteria. The Company's management is responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate criteria; maintaining adequate records and making estimates that are reasonable in the circumstances.

Independent Limited Assurance Statement in relation to the subject matters included in the Sustainability Report of PT Medco Energi Internasional Tbk for the year 2019 (continued)

Report No. 00463/2.1032/JL.0/02/0692-3/1/VIII/2020 (continued)

Assurance Practitioner's responsibility

Our responsibility is to express a limited assurance conclusion on the Subject Matter in accordance with the Standards on Assurance Engagement (SAE) 3000 (Assurance Engagements Other than Audits or Reviews of Historical Financial Information) established by the Indonesian Institute of Certified Public Accountants (IICPA) and the terms of reference for this engagement as agreed with the Company.

Our procedures were designed to obtain a limited level of assurance on which to base our conclusion, and, as such, do not provide all of the evidence that would be required to provide a reasonable level of assurance. The procedures performed depend on the assurance practitioner's judgement including the risk of material misstatement of the Subject Matter, whether due to fraud or error. While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems. We believe that the assurance evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Summary of Procedures Undertaken

Our limited assurance procedures included:

- Conducting interviews with key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period
- Comparing that the calculation criteria had been correctly applied in accordance with the methodologies outlined in the Criteria
- Performing recalculations of performance metrics to confirm quantities stated were replicable
- Undertaking analytical review procedures to support the reasonableness of the data
- Undertaking site visits to oil and gas operation locations, include South Sumatra PSC (Soka Station, Ibul Station, Gunung Kembang Station and Matra Station)
- Undertaking virtual visits to power operation, include Mitra Energi Batam, Daile Energi Batam and Energi Listrik Batam
- Vouching, on a sample basis, to underlying source information to check the validity of the data

Use of our Limited Assurance Statement

We disclaim any assumption of responsibility for any reliance on this limited assurance statement, or on the Subject Matter to which it relates, to any persons other than the Management of the Company or for any purpose other than that for which it was prepared.



Independent Limited Assurance Statement in relation to the subject matters included in the Sustainability Report of PT Medco Energi Internasional Tbk for the year 2019 (continued)

Report No. 00463/2.1032/JL.0/02/0692-3/1/VIII/2020(continued)

Our Independence

In conducting our assurance engagement, we have met the independence requirements within the meaning of the Code of Ethics for Public Accountants established by the Indonesian Institute of Certified Public Accountants.

Conclusion

Based on the limited assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter set out in the Company's Sustainability Report for the year 2019, has not been reported and presented fairly, in all material respects, in accordance with the Criteria.

Purwantono, Sungkoro & Surja

Deden Riyadi, CSRA
Public Accountant Registration No. AP0692

31 August 2020

Appendix 1. Subject Matter for Independent Limited Assurance of PT Medco Energi Internasional Tbk Sustainability Report for the year 2019

GRI 102-8 – Information on employees and other workers

Indicators/disclosures			Type of entity and location	2017	2018	2019	
1. Total number of employees by employment contract (permanent and temporary), by gender (GRI 102-8)	Permanent	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	340	347	440	
		Male		1,623	1,630	1,781	
	Temporary	Female		17	19	6	
		Male		101	92	76	
	Permanent	Female	Power (Indonesia)	53	51	67	
		Male		426	476	549	
	Temporary	Female		18	22	13	
		Male		306	275	168	
2. Total number of employees by employment contract (permanent and temporary), by region (GRI 102-8)	Region	Oman		Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	190	186	191
		Tunisia			56	55	Not applicable
		Thailand (Bangkok Office)			Not applicable	Not applicable	69
		Thailand (Bualuang)			Not applicable	Not applicable	28
		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	
		Bangkalanai PSC	Not applicable		Not applicable	42	
		Sampang PSC	Not applicable		Not applicable	15	
		Region	Medco Power Indonesia (Jakarta Head Office)		Power (Indonesia)	54	72
		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			

Indicators/disclosures			Type of entity and location	2017	2018	2019
		Sangsaka Hidro Barat (Cianjur)		-	-	-
		Medco Cahaya Geothermal (Jakarta)		7	9	11
		Mitra Energi Batam and Dalle Energi Batam (Batam)		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
3. Total number of employees by employment type (full-time and part-time), by gender (GRI 102-8)	Full-time	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	357	366	446
		Male		1,724	1,722	1,857
	Part-time	Female	Power (Indonesia)	-	-	-
		Male		-	-	-
	Full-time	Female	Power (Indonesia)	71	73	80
		Male		732	751	717
	Part-time	Female	Power (Indonesia)	-	-	-
		Male		-	-	-
4. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees (GRI 102-8)			Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	Project based activities, include Drilling and Engineering, Procurement and Construction (EPC)		
			Power (Indonesia)	Project based activities, include Engineering, Procurement and Construction (EPC)		
5. Any significant variations in the numbers reported in Disclosure 102-8a, 102-8b, 102-8c (such as seasonal variations in the tourism or agricultural industries) (GRI 102-8)			Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	Not applicable		
			Power (Indonesia)	Not applicable		
6. An explanation of how the data have been compiled, including any assumptions made (GRI 102-8)			Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	The data have been compiled from database and manual compilation		
			Power (Indonesia)	The data have been compiled from database and manual compilation		

GRI 203 – Indirect Economic Impact

Indicators/disclosures	Type of entity and location	2017	2018	2019
7. Extent of development of significant infrastructure investments and services supported (GRI 203-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	US\$622,592	US\$439,180	US\$733,754
	Power (Indonesia)	-	US\$66,710	US\$31,932
8. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant (GRI 203-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand), Power (Indonesia)	Investments in infrastructure in MedcoEnergi covers among others: <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. 	Investments in infrastructure in MedcoEnergi covers among others: <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 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. 	
9. Whether these investments and services are commercial, in-kind, or pro bono engagements (GRI 203-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand), Power (Indonesia)	All investments in infrastructure are in-kind.		
10. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts (GRI 203-2)	Oil and gas (Indonesia), Power (Indonesia)	Social Return on Investment (SROI) is a method to calculate the financial value of a program's impact. This informs decisions on the choice of programs, strategies, budgeting, and scale of each program. Measuring this value is another way to communicate program benefits in a clear and consistent way. This tool also supports risk management, opportunity identification, and improves the value of the programs. In Kampung Bilis, SROI is used by the Social Investment Indonesia Foundation (Yayasan Sahabat Investasi Indotama/YSII) to evaluate the impact of activities between 2016 and 2018 based on guidelines from the organization Social Value International.	Medco Energi did not exercise nor engage independent third party to carry out Social Return on Investment (SROI) to calculate the significant indirect economic impacts in 2019.	

Indicators/disclosures	Type of entity and location	2017	2018	2019
		Based on SROI calculation, the present value of total outcome is Rp2,378,341,661, total investment is Rp858,041,148, and SROI value from 2016 to 2018 is 2.77. This means that for every investment of Rp1, the benefit over three years of the program is Rp2.77.		
11. 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 (GRI 203-2)	Oil and gas (Indonesia), Power (Indonesia)	These efforts in Kampung Bilis support the realization of SDG 8 (Target 8.3), SDG 14 (Target 14.7 and 14.b) and SDG 17 (Target 17.17)		Not applicable

GRI 205 – Anti-corruption

Indicators/disclosures	Type of entity and location	2017		2018		2019*	
		Number	Percentage	Number	Percentage	Number	Percentage
12. Total number and percentage of operations assessed for risks related to corruption (GRI 205-1)		6	86%	6	86%	7	100%
	Oil and gas (Indonesia)	-	-	6	43%	6	50%
	Power (Indonesia)						
13. Significant risks related to corruption identified through the risk assessment (GRI 205-1)	Corporate	Corporate crime liability, procurement fraud, third party relationship and conflict of interest		Corporate crime liability, procurement fraud, third party relationship, conflict of interest and licensing and permit		Corporate crime liability, bribery to government officials, procure to pay fraud risk, conflict of interest, United States Office of Foreign Assets Control (OFAC) violations risk	
14. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		15	100%	15	100%	16	100%
	Corporate						
15. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		1,834	100%	1,847	100%	1,808	100%
	Oil and gas (Indonesia)	803	100%	824	100%	797	100%
	Power (Indonesia)						
16. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)	Oil and gas (Indonesia)	Communication to business partners were delivered through series of emails, Vendor Days, GCG and COC Socialization to vendor and Vendor Compliance Survey.		418	100%	381	100%
	Power (Indonesia)	Not conducted yet		Communication to business partners were delivered through series of emails.		Communication to business partners were delivered through a series of emails and vendor audits.	
17. Total number and percentage of governance body members that have received training on anti-corruption (GRI 205-2)		2	13%	15	100%	9	56%
	Corporate						

Indicators/disclosures		Type of entity and location	2017		2018		2019*	
			Number	Percentage	Number	Percentage	Number	Percentage
18. Total number and percentage of employees that have received training on anti-corruption (GRI 205-2)	Light education provided through emails to employees	Oil and gas (Indonesia)	1,834	100%	1,847	100%	1,808	100%
		Power (Indonesia)	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 Conflict of Interest forms for Power	Oil and gas (Indonesia)	909	50%	1,821	99%	1,765	98%
		Power (Indonesia)	Not conducted yet		797	97%	775	97%
	Intensive training provided through classroom training	Oil and gas (Indonesia)	354	19%	480	26%		
		Power (Indonesia)	-	-	327	40%		

*Note: GRI 205 disclosures for operations in Indonesia does not include the newly acquired assets, which in 2019 were still undergoing the integration process.

GRI 305 – Emissions

Indicators/disclosures		Type of entity and location	2017	2018	2019
19. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent (GRI 305-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)		1,170,529.05	1,162,507.63	1,294,520.14
	Power (Indonesia)		855,549.90	905,626.77	918,444.53
20. Gases included in the calculation (GRI 305-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)		CO ₂ , N ₂ O, CH ₄		
21. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent (GRI 305-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand), Power (Indonesia)		Report does not include biogenic CO ₂ emissions.		
22. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)		Source of emissions factors: Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42)		
	Power (Indonesia)		Source of GWP rates: IPCC Fourth Assessment Report		
23. Consolidation approach for emissions (GRI 305-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand), Power (Indonesia)		Source of emissions factors: Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012		
			Source of GWP rates: IPCC Fourth Assessment Report		
24. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)		Operational control		
	Power (Indonesia)		API Compendium 2009 and US EPA AP-42		
			Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012		

Indicators/disclosures		Type of entity and location	2017	2018	2019
25. GHG emissions intensity ratio for the organization (GRI 305-4)		Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	205.21	237.12	192.80
		Power (Indonesia)	0.54	0.55	0.56
26. Organization-specific metric (the denominator) chosen to calculate the ratio (GRI 305-4)		Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	Ton CO ₂ e/1000 TOE HC product (TOE HC = Ton of Oil Equivalent of Hydrocarbon product, consist of oil and gas products)		
		Power (Indonesia)	Ton CO ₂ e/MWH		
27. Types of GHG emissions included in the intensity ratio (GRI 305-4)		Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	Direct (Scope 1) emission sources		
28. Gases included in the calculation (GRI 305-4)		Oil and gas (Indonesia, Oman, Tunisia, and Thailand), Power (Indonesia)	CO ₂ , N ₂ O, CH ₄		
29. Significant air emissions (GRI 305-7)	NOx (ton/year)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	13,770.76	14,149.41	13,625.49
		Power (Indonesia)	704.25	948.25	1,944.42
	SOx (ton/year)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	16.89	14.88	23.73
		Power (Indonesia)	337.24	411.82	437.54
	VOC (ton/year)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	2,054.91	1,508.95	1,846.39
		Power (Indonesia)	Not applicable	Not applicable	Not applicable
	PM (ton/year)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	340.31	341.20	396.37
		Power (Indonesia)	156.31	192.17	165.45
30. Source of the emissions factors used (GRI 305-7)		Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42)		
		Power (Indonesia)	Not applicable		
31. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-7)		Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	API Compendium 2009 and US EPA AP-42		

Indicators/disclosures	Type of entity and location	2017	2018	2019
	Power (Indonesia)	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/SE TJEN/KUM.1/4/2019 regarding Emission Quality Standards for Thermal Power Plants

GRI 307 – Environmental Compliance

Indicators/disclosures	Type of entity and location	2017	2018	2019
32. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations (GRI 307-1)	Oil and gas (Indonesia, Oman and Tunisia), Power (Indonesia)	During 2017-2019, there were zero incidents of non-compliance with environmental laws or regulations that resulted in material monetary fines, non-monetary sanctions, or cases brought through dispute resolution mechanisms across all operational sites.		

GRI 401 – Employment

Indicators/disclosures	Type of entity and location	2017		2018		2019		
		Number	Percentage	Number	Percentage	Number	Percentage	
33. Total number and rate of new employee hires during the reporting period, by age group, gender and region (GRI 401-1)	Age group	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%
	Age group	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%
	Gender	Female	33	1.59%	39	1.87%	23	1.00%
		Male	122	5.86%	149	7.14%	86	3.73%
	Gender	Female	13	1.62%	12	1.46%	17	2.13%
		Male	213	26.53%	76	9.22%	94	11.79%
	Region	Tunisia	-	-	3	0.14%	Not applicable	
		Oman	4	0.19%	8	0.38%	14	0.61%
		Thailand (Bangkok Office)	Not applicable		Not applicable		11	0.48%
		Thailand (Bualuang)	Not applicable		Not applicable		2	0.09%
		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%		
Bangkanai PSC	Not applicable		Not applicable		1	0.04%		
Sampang PSC	Not applicable		Not applicable		-	-		

Indicators/disclosures		Type of entity and location	2017		2018		2019	
			Number	Percentage	Number	Percentage	Number	Percentage
Region	Medco Power Indonesia (Jakarta Head Office)	Power (Indonesia)	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 and Dalle Energi Batam (Batam)		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%

Indicators/disclosures			Type of entity and location	2017		2018		2019	
34. Total number and rate of employee turnover during the reporting period, by age group, gender and region (GRI 401-1)	Age group	Under 30 years old	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	Number	Percentage	Number	Percentage	Number	Percentage
		30-50 years old		4	0.19%	3	0.14%	10	0.43%
		Over 50 years old		31	1.49%	63	3.02%	111	4.82%
	Age group	Under 30 years old	Power (Indonesia)	5	0.62%	15	1.82%	70	8.78%
		30-50 years old		22	1.06%	45	2.16%	53	2.30%
		Over 50 years old		5	0.62%	15	1.82%	70	8.78%
	Gender	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	17	0.82%	22	1.05%	48	2.08%
		Male		40	1.92%	89	4.26%	126	5.47%
	Gender	Female	Power (Indonesia)	5	0.62%	9	1.09%	9	1.13%
		Male		34	4.23%	57	6.92%	127	15.93%
	Region	Tunisia	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	-	-	1	0.05%	Not applicable	
		Oman		8	0.38%	15	0.72%	14	0.61%
		Thailand (Bangkok Office)		Not applicable		Not applicable		13	0.56%
		Thailand (Bualuang)		Not applicable		Not applicable		-	-
		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%
		Bangkanai PSC		Not applicable		Not applicable		2	0.09%
		Sampang PSC		Not applicable		Not applicable		1	0.04%
		Region		Medco Power Indonesia (Jakarta Head Office)	Power (Indonesia)	4	0.50%	11	1.33%
	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 and Dalle Energi Batam (Batam)		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%

Indicators/disclosures			Type of entity and location	2017		2018		2019	
		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%
35. 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 (GRI 401-2)			Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	<ol style="list-style-type: none"> 1. Education Refund Plan (MEI and MEPI), Employee Education Assistance (South Natuna Sea Block B PSC) 2. Emergency Loan (MEI and MEPI), Loan Salary Advance (South Natuna Sea Block B PSC) 3. Pension program - "<i>Penghargaan atas Pengabdian</i>" (MEI and MEPI, South Natuna Sea Block B PSC) 4. Service award (MEI and MEPI, South Natuna Sea Block B PSC) 5. Scholarship Assistance (Oman) 6. Housing Loan Assistance (Oman) 7. Group benefits plan, include medical, dental and life insurance (Tunisia) 				<ol style="list-style-type: none"> 1. Education/ Scholarship Assistance (Oil and Gas Domestic, Thailand, Oman) 2. Emergency Loan/Loan Salary Advance (Oil and gas domestic) 3. Pension program - "<i>Penghargaan Atas Pengabdian</i>" (Oil and gas domestic, excluding Bangkanai PSC and Sampang PSC) 4. Service Award (Oil and gas domestic) 5. Housing Loan Assistance (Oman) 	
			Power (Indonesia)	<ol style="list-style-type: none"> 1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Medco Hidro Indonesia, Energi Listrik Batam) 3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam, Dalle Energi Batam) 				<ol style="list-style-type: none"> 1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) 3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam, Dalle Energi Batam) 	
36. The definition used for 'significant locations of operation' (GRI 401-2)			Oil and gas (Indonesia, Oman, Tunisia, and Thailand), Power (Indonesia)	As stated in the list benefits above					

Indicators/disclosures			Type of entity and location	2017	2018	2019
37. Total number of employees that were entitled to parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	357	366	446
		Male		1,581	1,576	1,725
	Gender	Female	Power (Indonesia)	71	73	80
		Male		498	486	525
38. Total number of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	14	18	18
		Male		130	98	95
	Gender	Female	Power (Indonesia)	3	5	8
		Male		51	33	42
39. Total number of employees that returned to work in the reporting period after parental leave ended, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	14	18	18
		Male		130	98	95
	Gender	Female	Power (Indonesia)	3	5	8
		Male		51	33	42
40. 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 (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	33	14	13
		Male		147	130	93
	Gender	Female	Power (Indonesia)	5	3	5
		Male		26	51	33
41. Return to work rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	100%	100%	100%
		Male		100%	100%	100%
	Gender	Female	Power (Indonesia)	100%	100%	100%
		Male		100%	100%	100%
Retention rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	100%	100%	72.22%
		Male		100%	100%	94.90%
	Gender	Female	Power (Indonesia)	100%	100%	100%
		Male		100%	100%	100%

GRI 403 – Occupational Health and Safety

Indicators/disclosures	Type of entity and location	2017	2018	2019
<p>42. The level at which each formal joint management-worker health and safety committee typically operates within the organization (GRI 403-1)</p>	<p>Oil and gas onshore assets (Indonesia)</p>	<p>Rimau PSC, South Sumatra PSC, Lematang PSC, Tarakan PSC, Block A PSC HSECom (Health, Safety and Environment Committee) which consists of Board of Directors, Head of Assets, Head of Divisions and workers representative.</p>		
		<p>Not Applicable</p>	<p>Not Applicable</p>	<p>Sampang PSC, Bangkanai PSC 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>Oil and gas offshore assets (Indonesia, Thailand)</p>	<p>South Natuna Sea Block B PSC HSE Action Committee which consists of Board of Directors, Head of Assets, Head of Divisions and Workers representative.</p>		
		<p>Not Applicable</p>	<p>Not Applicable</p>	<p>Madura Offshore PSC 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>Thailand Health, Safety, Security and Environment (HSSE) Management Committee consists of Chairman, Secretary and employee representatives of Ophir Thailand as other members.</p>
	<p>Power (Indonesia)</p>	<p>Medco Power Indonesia Medco Power Indonesia and each of its subsidiaries have a health and safety working group which comprises of both management and workers. At MPI level, the working group is a P2K3 (<i>Panitia Pelaksana Keselamatan Kesehatan Kerja</i>) 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>		
<p>43. Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees (GRI 403-1)</p>	<p>Oil and gas (Indonesia, Oman, Tunisia, and Thailand), Power (Indonesia)</p>	<p>100%</p>		

Indicators/disclosures	Type of entity and location	2017	2018	2019
44. Types of injury for all workers and employees (GRI 403-2)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	<ul style="list-style-type: none"> • Lost Time Injury • Restricted Work Injury • Medical Treatment Injury 	<ul style="list-style-type: none"> • Fatality • Lost Time Injury • Restricted Work Injury • Medical Treatment Injury 	<ul style="list-style-type: none"> • Fatality • Lost Time Injury • Restricted Work Injury • Medical Treatment Injury
	Power (Indonesia)	Fatality	Medical Treatment Injury	<ul style="list-style-type: none"> • Fatality • Medical Treatment Injury
45. Total Recordable Incident Rate (TRIR) per 1,000,000 work hours for all workers and employees (GRI 403-2)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	0.70	0.59	0.58
	Power (Indonesia)	0.35	0.31	0.44
46. Occupational Disease Rate (ODR) for all workers and employees (GRI 403-2)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	0.00	0.00	0.00
	Power (Indonesia)	0.00	0.00	0.00
47. Lost Time Injury Rate (LTIR) for all workers and employees (GRI 403-2)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	0.18	0.13	0.27
	Power (Indonesia)	0.35	0.00	0.22
48. Work-related fatalities for all workers and employees (GRI 403-2)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	-	1	1
	Power (Indonesia)	1	-	1
49. The system of rules applied in recording and reporting accident statistics (GRI 403-2)	Oil and gas (Indonesia, Oman, Tunisia and Thailand), Power (Indonesia)	<p>The injury rates are calculated as follow:</p> <p>Total Recordable Incident Rate (TRIR) per 1,000,000 work hours = $\frac{\text{number of recordable injuries}}{\text{manhour}} \times 1,000,000$</p> <p>Occupational Disease Rate (ODR) per 1,000,000 work hours = $\frac{\text{number of occupational disease cases}}{\text{manhour}} \times 1,000,000$</p> <p>Lost Time Incident Rate (LTIR) per 1,000,000 work hours = $\frac{\text{number of lost time cases including fatality}}{\text{manhour}} \times 1,000,000$</p>		
	Oil and gas (Indonesia, Oman, Tunisia, Thailand)	<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>		

Indicators/disclosures	Type of entity and location	2017	2018	2019
		Not applicable	Not applicable	<p>Sampang PSC, Bangkanai PSC and Madura Offshore PSC 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 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 organization integration, Thailand asset will align with Medco's procedure.</p>
	Power (Indonesia)	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.		
50. Formal agreements (either local or global) with trade unions that cover health and safety (GRI 403-4)	Oil and gas (Indonesia, Thailand)	<p>PT Medco E&P Indonesia Agreement at the local level (Collective Labor 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 Labor Agreement for 2017-2018 and 2018-2020 covering:</p> <ul style="list-style-type: none"> • Health, safety and environment 		

Indicators/disclosures	Type of entity and location	2017	2018	2019
		<ul style="list-style-type: none"> • 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 		
		Not Applicable	Not Applicable	<p>Medco Energi Sampang Pty Ltd. Sampang established labour union only recently and is currently still complying to 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. 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

Indicators/disclosures	Type of entity and location	2017	2018	2019
				<p>Medco Energi Thailand (E&P) Ltd. and Medco Energi Thailand (Bualuang) Ltd. Thailand organization 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 and Substance Abuse Policy • Climate Change Policy <p>These policies, among policies of other functions, are part of new employee welcome pack and orientation.</p>
	Power (Indonesia)	<p>Medco Power Medco Power Indonesia and all its subsidiaries do not have trade unions. Various health and safety topics are regulated in Medco Power Indonesia's 2016-2018 and 2018-2020 Company Regulations including:</p> <ul style="list-style-type: none"> • Health, safety and environment • Work related incidents 		

GRI 405 – Diversity and Equal Opportunity

Indicators/disclosures	Type of entity and location	2017	2018	2019		
51. Percentage of individuals within the organization's governance bodies (GRI 405-1)	Gender	Female	Corporate	26.67%	26.67%	31.25%
		Male		73.33%	73.33%	68.75%
	Age group	Under 30 years old	Corporate	-	-	-
		30-50 years old		33.33%	26.67%	12.50%
		Over 50 years old		66.67%	73.33%	87.50%
	52. Percentage of individuals within the organization's governance bodies (GRI 405-1)	Gender	Female	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	17.16%	17.53%
Male				82.84%	82.47%	80.63%
Gender		Female	Power (Indonesia)	8.84%	8.86%	10.04%
		Male		91.16%	91.14%	89.96%
Age group		Under 30 years old	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	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%

Indicators/disclosures			Type of entity and location	2017	2018	2019
	Age group	Under 30 years old	Power (Indonesia)	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%

GRI 410 – Security Practices

Indicators/disclosures		Type of entity and location	2017	2018	2019
53. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security (GRI 410-1)		Oil and gas (Indonesia)	63.88%	73.70%	78.46%
		Power (Indonesia)	100%	97.13%	99.04%
54. Whether training requirements also apply to third-party organizations providing security personnel (GRI 410-1)		Oil and gas (Indonesia), Power (Indonesia)	Human rights policies and procedures training are also applied to third party security personnel		

GRI 412 – Human Rights Assessment

Indicators/disclosures		Type of entity and location	2017		2018		2019*		
			Number	Percentage	Number	Percentage	Number	Percentage	
55. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country (GRI 412-1)		Oil and gas (Indonesia)	Not conducted yet		1	14.29%	1	14.29%	
		Power (Indonesia)	Not conducted yet						
56. 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 (GRI 412-2)		Oil and gas (Indonesia)	Not conducted yet		96 hours		-		
		Power (Indonesia)	Not conducted yet						
57. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations (GRI 412-2)		Oil and gas (Indonesia)	Not conducted yet		1.30%		-		
		Power (Indonesia)	Not conducted yet						
58. Total number and percentage of significant investment agreements and contracts that include human rights clause or that underwent human rights screening (GRI 412-3)		Oil and gas (Indonesia)	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 (Indonesia)	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.		

Indicators/disclosures	Type of entity and location	2017	2018	2019*
59. The definition used for 'significant investment agreements' (GRI 412-3)	Oil and gas (Indonesia)	Not applicable		
	Power (Indonesia)			

*Note: GRI 412 disclosures for operations in Indonesia and does not include the newly acquired assets, which in 2019 were still undergoing the integration process

GRI 413 – Local Communities

Indicators/disclosures	Type of entity and location	2017	2018	2019
60. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs (GRI 413-1)	Oil and gas (Indonesia, Oman, Tunisia, and Thailand)	100%	100%	100%
	Power (Indonesia)	81.82%	90.91%	83.33%

GRI 415 – Public Policy

Indicators/disclosures	Type of entity and location	2017	2018	2019
61. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary (GRI 415-1)	Oil and gas (Indonesia, Oman and Tunisia), Power (Indonesia)	MedcoEnergi does not support any political party, and make no contributions or donations in any form to any political party or affiliated organization wherever MedcoEnergi operates.		
62. If applicable, how the monetary value of in-kind contributions was estimated (GRI 415-1)	Oil and gas (Indonesia, Oman and Tunisia), Power (Indonesia)	Not applicable		

GRI 419 – Socioeconomic Compliance

Indicators/disclosures	Type of entity and location	2017	2018	2019
63. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (GRI 419-1)	Oil and gas (Indonesia, Oman and Tunisia), Power (Indonesia)	There were no material penalties or sanctions imposed on any of MedcoEnergi's business units for regulatory violations or compliance issues.		