



WEATHERING THE STORM

2020
GRI PERFORMANCE DATA

The page numbering in this GRI Performance Data is the continuation of the last page of MedcoEnergi's 2020 Sustainability Report accessible through www.medcoenergi.com/en/subpagelist/view/36 or at www.medcoenergi.com.

Illustrative cover photo:

MedcoEnergi supported a series of Teacher and Parent Remote Education Skills Training in Tarakan and Sumatra and donated gadgets to ensure learning continuity during the pandemic.

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	2018	2019	2020
Oil and Gas	1. Tunisia	1. Oman	1. Oman
	2. Oman	2. Block A	2. Block A
	3. Block A	3. South Sumatra ¹	3. South Sumatra ¹
	4. South Sumatra ¹	4. Rimau ¹	4. Rimau ¹
	5. Rimau ¹	5. South Natuna Sea Block B	5. South Natuna Sea Block B
	6. South Natuna Sea Block B	6. Lematang ¹	6. Lematang ¹
	7. Lematang ¹	7. Tarakan	7. Tarakan
	8. Tarakan	8. Madura Offshore	8. Madura Offshore
	9. Jakarta Office	9. Sampang	9. Sampang
		10. Bangkanai	10. Bangkanai
		11. Bualuang Thailand	11. Bualuang Thailand
		12. Malaysia	12. Malaysia
		13. Jakarta Office	13. Jakarta Office
Power	1. Mitra Energi Batam ²	1. Mitra Energi Batam ²	1. Mitra Energi Batam ²
	2. Dalle Energi Batam ²	2. Dalle Energi Batam ²	2. Dalle Energi Batam ²
	3. Energi Listrik Batam ²	3. Energi Listrik Batam ²	3. Energi Listrik Batam ²
	4. Medco Geothermal Sarulla	4. Medco Geothermal Sarulla	4. Medco Geothermal Sarulla
	5. Tanjung Jati B	5. Tanjung Jati B	5. Tanjung Jati B
	6. Singa	6. Singa	6. Bio Jathropa Indonesia ³
	7. Bio Jathropa Indonesia ³	7. Bio Jathropa Indonesia ³	7. Pembangkitan Pusaka Parahiangan ⁴
	8. Pembangkitan Pusaka Parahiangan ⁴	8. Pembangkitan Pusaka Parahiangan ⁴	8. Medco Hidro Indonesia
	9. Medco Hidro Indonesia	9. Medco Hidro Indonesia	9. Medco Power Indonesia Head Office
	10. Medco Power Indonesia Head Office	10. Medco Power Indonesia Head Office	10. Multidaya Prima Elektrindo ⁵
	11. Multidaya Prima Elektrindo ⁵	11. Multidaya Prima Elektrindo ⁵	11. Energi Prima ElektriKa ⁵
	12. Energi Prima ElektriKa ⁵	12. Energi Prima ElektriKa ⁵	12. Medco Cahaya Geothermal
	13. Medco Cahaya Geothermal	13. Medco Cahaya Geothermal	13. Medco Ratch Power Riau ⁶
	14. Medco Ratch Power Riau ⁶	14. Medco Ratch Power Riau ⁶	14. Medco Power Service Indonesia
		15. Medco Power Solar Sumbawa	

1. South Sumatra, Rimau and Lematang represent South Sumatra Region
2. Mitra Energi Batam, Dalle Energi Batam and Energi Listrik Batam represent Batam IPP
3. Bio Jathropa Indonesia represents Cibalapulang Mini Hydro
4. Pembangkitan Pusaka Parahiangan represent Pusaka Mini Hydro
5. Multidaya Prima Elektrindo and Energi Prima ElektriKa represent South Sumatra IPP
6. Medco Ratch Power Riau represents Riau IPP

CHAPTER 5

RENEWING OUR CODE TO STRENGTHEN OUR GOVERNANCE

GRI 205: Anti Corruption

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018		2019 ¹		2020	
					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	6	86%	7	100%	10	100%
				Power ²	6	43%	6	50%	6	43%
			b. Significant risks related to corruption identified through the risk assessment.	Corporate	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, Conflict of Interest, United States Office of Foreign Assets Control (OFAC) violations risk.				
GRI 205-2	Anti Corruption	Communication and training on anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to in Indonesia (based on email communication to governance body members).	Corporate	15	100%	16	100%	14	100%
				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 Domestic	1,847	100%	1,808	100%	1,959
			Power	824	100%	797	100%	784	100%	

1. GRI 205 disclosures for operations in Indonesia does 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.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018		2019 ¹		2020	
					value	%	value	%	value	%
		c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to in Indonesia.	Oil & Gas Domestic		418	100%	381	100%	461	100%
			Power	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.	Corporate		15	100%	9	56%	14	100%
		e. Total number and percentage of employees that have received training on anti-corruption in Indonesia.	Light Education (Oil & Gas Domestic)		1,847	100%	1,808	100%	1,959	100%
		• Light education through emails sent to employees	Light Education (Power)		824	100%	797	100%	784	100%
		• Participative training in both oil and gas and power through the Statement of Adherence forms	Participative Training (Oil & Gas Domestic)		1,821	99%	1,765	98%	1,941	99%
			Participative Training (Power)		797	97%	775	97%	768	98%
			Intensive Training (Oil & Gas Domestic)		480	26%	5,164 ²	Not Applicable ¹	3,076 ²	Not Applicable ¹
			Intensive Training (Power)		327	40%	265 ²	Not Applicable ¹	204 ²	Not Applicable ¹

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

2. 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 412: Human Rights Assessment

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018		2019 ¹		2020	
					value	%	value	%	value	%
GRI 412-1	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 (Domestic)	1	14.29%	1	14.29%	1	10.00%
				Power	Not conducted yet					
GRI 412-2	Human Rights Assessment	Employee training on human rights policies or procedures.	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	Oil & Gas (Domestic)	96 hours		-		-	
				Power	Not conducted yet					
			b. Percentage of employees trained concerning aspects of human rights that are relevant to operations.	Oil & Gas (Domestic)		1.30%		0%		0%
				Power	Not conducted yet					
GRI 412-3	Human Rights Assessment	Significant investment agreement and contracts that include human rights clauses or that underwent human rights screening.	a. Total number and percentage of significant investment agreement and contract that include human rights clauses or that underwent human rights screening.	Oil & Gas (Domestic)	All contracts with third parties in Indonesia have included clauses that contractor has committed to comply with applicable laws and regulations in Indonesia and MedcoEnergi'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 MedcoEnergi'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 (Domestic)	Not applicable					
Power	Not applicable									

1. 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 415: Public Policy

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2018		2019		2020	
				value	%	value	%	value	%
GRI 415-1	Public Policy	Political contributions	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/beneficiary.	MedcoEnergi does not support political parties and make no contributions or donations to any political party or affiliated organisation in any location wherever we operate.					
			b. If applicable, how the monetary value of in-kind contributions was estimated.	Not applicable					

CHAPTER 6 CREATING OPPORTUNITIES FOR COMMUNITIES

GRI 203: Indirect Economic Impacts

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2018	2019	2020
GRI 203-1	Indirect Economic Impacts	Infrastructure investments and services provided	Extent of development of significant infrastructure investments and services supported	Information provided on the Investments in infrastructure table on page 91.		
			Current or expected impacts on communities and local economies, including positive and negative impacts when relevant	Investments in infrastructure in MedcoEnergi covers among others: - Road and bridge rehabilitation or development which brings better and extended access for local communities. - Public facilities construction or renovation for mosques, schools, 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: - 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.	Investments in infrastructure in MedcoEnergi covers among others: - Road and bridge rehabilitation or development which brings better and extended access for local communities. - Public facilities construction or renovation for mosques, schools, 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.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2018	2019	2020
			Whether these investments and services are commercial, in-kind, or pro bono engagement		All investments in infrastructure are in-kind.	
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 in MedcoEnergi 2019 Sustainability Report on page 42.	Information on the Social Return on Investment (SROI) results of Honey Bee Cultivation program in Lematang is provided on page 48-49.
			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 in MedcoEnergi 2019 Sustainability Report on page 72 and it is not assured.	Information on the associated UN Sustainable Development Goals is provided along with the SROI results on page 49.

Investments in Infrastructure¹ (GRI 203-1)

Operations	2018	US\$	2019	US\$	2020	US\$
Oman	• Road repair and construction	50,290		-		-
Block A	<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	<ul style="list-style-type: none"> • Mosque renovation • Bridge rehabilitation • Road rehabilitation • School facilities renovation • Health facilities renovation & support • Public & social facility rehabilitation • Clean water facility 	32,048

1. These investments are for 100% participating interest.

Operations	2018	US\$	2019	US\$	2020	US\$
South Sumatra	<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	<ul style="list-style-type: none"> School facilities renovation Mosque renovation Village road rehabilitation Bridge rehabilitation Public facility support Village culvert rehabilitation Public toilet construction Village library construction Clean water drilling well Motor library 	95,561
Rimau	<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	<ul style="list-style-type: none"> Village road rehabilitation School facilities renovation Clean water facility Public facility rehabilitation House construction for vulnerable group Village park Bidar boat 	46,486
South Natuna Sea Block B	<ul style="list-style-type: none"> Public Road Solar Lighting (<i>Penerangan Jalan Umum Tenaga Surya/PJUTS</i>) in Palmatok evacuation route and Rida Busana canopy Traffic signs in Matak island Drainage in Payakmaram (South Natuna Sea Block B 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 Electricity for community in Riau Islands 	203,861	<ul style="list-style-type: none"> Social & public facilities support (playground, tourism) Public Road Solar Lighting (<i>Penerangan Jalan Umum Tenaga Surya/PJUTS</i>) Electricity for community in Riau Islands Marine environment conservation Boat support for COVID-19 response Hospital beds support 	178,576
Lematang	<ul style="list-style-type: none"> Village road rehabilitation Social & public facilities rehabilitation Mosque renovation participation Sport facilities rehabilitation participation Clean 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	<ul style="list-style-type: none"> Public facilities rehabilitation Clean water facility Mosque renovation Sport facility rehabilitation Village road & bridge rehabilitation School facility rehabilitation 	15,426
Tarakan	<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	<ul style="list-style-type: none"> Village road rehabilitation Walk-way construction Public & social facility rehabilitation 	3,231

Operations	2018	US\$	2019	US\$	2020	US\$
Bangkalanai	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	<ul style="list-style-type: none"> • School building construction • Village road rehabilitation • Clean water facilities construction 	195,000
Madura Offshore	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	<ul style="list-style-type: none"> • Village road rehabilitation • School facilities construction • Resquer vehicles (<i>Mobil Siaga Desa</i>) • Three-wheeled motorbikes for youth empowerment activities 	59,078
Sampang	Not applicable		<ul style="list-style-type: none"> • Village road plots • Public facility construction • Bridge construction • Construction of a concrete rebate road • Clean water drilling well • Construction of community building • Gate construction 	36,642	<ul style="list-style-type: none"> • Village road rehabilitation • Public toilets construction • Clean water drilling • Mosque renovation • Public facilities rehabilitation • City park construction 	71,501
Bualuang Thailand	Not applicable		<ul style="list-style-type: none"> • Support to Koh Tao Island playground • Support to learning center renovation 	7,672		-
Subtotal Oil & Gas	Total	439,180	Total	733,754	Total	696,907
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 improvement • Mosque and church renovation • Bridge renovation • Irrigation system renovation 	31,932	<ul style="list-style-type: none"> • Road improvement • Bridge renovation • School renovation 	58,085
Subtotal Power	Total	66,710	Total	31,932	Total	58,085

GRI 413: Local Communities

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2018	2019	2020
GRI 413-1	Local Communities	Operations with local community engagement, impact assessments, and development programs ¹	<p>a. Percentage of operations with implemented local community engagement, impact assessments and/or development programs, including the use of:</p> <p>i. Social impact assessments, including gender impact assessments, based on participatory processes;</p> <p>ii. Environmental impact assessments and ongoing monitoring;</p> <p>iii. Public disclosure of results of environmental and social impact assessments;</p> <p>iv. Local community development programs based on local communities' needs;</p> <p>v. Stakeholder engagement plans based on stakeholder mapping;</p> <p>vi. Broad-based local community consultation committees and processes that include vulnerable groups;</p> <p>vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</p> <p>viii. Formal local community grievance processes.</p>	Oil & Gas: 100%	Oil & Gas: 100%	Oil & Gas: 100%
				Power: 90.91%	Power: 83.33%	Power: 83.33%

Sustainable Livelihood & Community Development² (GRI 413-1)

Operations	2018	US\$	2019	US\$	2020	US\$
Oman		-	Misc. Programs	501		-
Block A	<ul style="list-style-type: none"> Organic farming training and mentoring (SRI Organic, vegetable, herb medicine and rubber cultivation) Goat fattening Entrepreneurship training 	48,175	<ul style="list-style-type: none"> Organic farming Honey bee cultivation Entrepreneurship training (sewing & patchouli plant) Community learning center Social need assessment 	147,058	<ul style="list-style-type: none"> Organic farming Entrepreneurship training (sewing & air conditioning technician) Fishpond Red chilli plants cultivation Community learning center Cassava cultivation Goat breeding Social & stakeholder mapping study 	93,606

1. The operations included in the calculations are all MedcoEnergi operations excluding Jakarta Office, and new established Medco Power entities in 2020: PT Medco Power Service Indonesia (MPSI) and PT Medco Power Solar Sumbawa (MPSS). 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.

2. These investments are for 100% participating interest.

Operations	2018	US\$	2019	US\$	2020	US\$
South Sumatra	<ul style="list-style-type: none"> Teacher training Strengthening the capacity of Child Daycare Centre (Taman Penitipan Anak/TPA) teachers and increasing mosque activities Dairy goat program Honey Bee cultivation Organic farming program (SRI Organic, rubber, herb medicine, vegetable) Entrepreneurship training and business development Fishery ecotourism program support Electricity (BRIGHT) Mushroom cultivation 	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 Organic, herbal medicine, maggot, catfish Honey bee program: integrated honey bee area Community development social studies 	99,533	<ul style="list-style-type: none"> Organic farming Goat husbandry Business diagnose & market assessment Youth economic development in overcoming economic turmoil due to COVID-19 Fishery Plant seed assistance for rehabilitation 	48,997
Rimau	<ul style="list-style-type: none"> Training for mosque management Teacher training Student transportation support Organic rubber cultivation Fishery Herb medicine organic farming Sweet corn program Mushroom cultivation Dairy goat program Home-based business enterprises training (jumputan - 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 (jumputan - traditional batik-making technique) Capacity building for local economic development (automotive, acupressure, 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	<ul style="list-style-type: none"> Plant nursery program support for elderly groups at hospital Goat husbandry Fishery Household-based creative economy activities Watermelon cultivation Waste management Business diagnose & market assessment Organic farming Community development study Students transportation Health institution capacity building 	28,271

Operations	2018	US\$	2019	US\$	2020	US\$
South Natuna Sea Block B	<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 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	<ul style="list-style-type: none"> University students scholarship Adiwiyata program (environment-based school) Village management capacity building Distance learning program support Grouper cultivation Market development and product diversification of Micro Small Medium Enterprises (MSME) primary product Anambas tourism village program and tourism object Equipment and producing machine for fishermen Waste management 	129,003
Lematang	<ul style="list-style-type: none"> Organic farming Sewing training Honey bee cultivation Teacher training Dairy goat program Mushroom cultivation Fishery Cooking & make-up training 	39,898	<ul style="list-style-type: none"> Organic farming Cooking class Make-up & hair training class Small Medium Enterprise (SME) development Dairy goat program Teacher training Waste management and biodiversity 	33,442	<ul style="list-style-type: none"> Teacher training of distance learning School learning & library support Business diagnose & market assessment study Honey bee park development for community Cooking training for women group Organic farming Social Mapping & SROI Study 	31,518
Tarakan	<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 Mobile library activities 	44,698	<ul style="list-style-type: none"> Organic farming mentoring program Mobile library Honey bee and durian montong cultivation Culture program support 	34,612
Bangkanai	Not applicable		<ul style="list-style-type: none"> Madrasah teacher assistance and madrasah yard cementing program in Muara Pari Village 	7,914	<ul style="list-style-type: none"> Capacity building for health and clean water program Cadres teacher capacity building Freshwater fish cage breeding and development Cattle development Freshwater fish pond nursery and development Social mapping study 	95,879

Operations	2018	US\$	2019	US\$	2020	US\$
Madura Offshore	Not applicable		<ul style="list-style-type: none"> • Procurement of equipment for fishermen 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	<ul style="list-style-type: none"> • Capacity building • Monitoring and mentoring CSR program implementation • Community library support (Taman Baca) • Integrated healthcare center (<i>pos pelayanan terpadu/posyandu</i>) education facilities support and cadres capacity building • Fisherman group equipment support • Carpentry group equipment support • Agriculture group equipment support • Woman empowerment program 	64,133
Sampang			<ul style="list-style-type: none"> • Procurement of equipment for fishermen 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	<ul style="list-style-type: none"> • Monitoring and mentoring CSR program implementation • Fishermen group equipment support • Youth program • Women empowerment program • Community activities equipment support 	75,742
Bualuang Thailand	Not applicable		<ul style="list-style-type: none"> • Support on education, environment, community, and others 	26,699	<ul style="list-style-type: none"> • Food for Sustainable Lives (FSL) project • Natural food container project • Craft paper from pluping of palm bunch project 	22,411
Subtotal Oil & Gas	Total	544,676	Total	712,012	Total	624,172
Power					<ul style="list-style-type: none"> • Catfish cultivation training • Women entrepreneur small enterprise 	1,181
Subtotal Power	Total	-	Total	-	Total	1,181

Other Programs Sustainable Livelihoods & Community Development¹ (GRI 413-1)

Operations	2018	US\$	2019	US\$	2020	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) 	250,030	Not applicable		Not applicable	
Oman	<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	Misc. Programs	6,495
Block A	<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	<ul style="list-style-type: none"> • COVID-19 handling support • Health support (counselling, medicines & wheel chairs) • Flood handling support 	54,657
South Sumatra	Donation & participation: <ul style="list-style-type: none"> • School equipment • Health program • National disaster victims support • Vulnerable groups support 	121,064	<ul style="list-style-type: none"> • Religious and cultural activities support • Education support program (<i>Sahabat Mengajar</i>) • 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 operational funding of early childhood education program (PAUD) • School facilities support & students supplies 	35,805	<ul style="list-style-type: none"> • School facilities and equipment support • School activities support • Health counselling • Sport program • Basic food need for vulnerable groups • Village event support • Food and fire disasters program support • Support for district-level Development Planning Forum (<i>Musrenbang</i>) 	21,077

1. These numbers are for 100% participating interest.

Operations	2018	US\$	2019	US\$	2020	US\$
Rimau	<ul style="list-style-type: none"> • Support school facilities and equipment • Health education program (sport, counselling) • Clean water support • Support public facilities • National disaster victims support • Support for vulnerable groups • Support education program (<i>Sahabat Mengajar</i>, 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 (<i>Sahabat Mengajar</i>) • Natural disaster victims support • Environmental Day participation • Public facilities support • Students transportation support 	39,112	<ul style="list-style-type: none"> • Education support (<i>Sahabat Mengajar</i>) • Health support (counselling and sport) • COVID-19 handling support • Forest fire prevention support • Religious program support • National disaster support 	25,236
Lematang	<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 (<i>Sahabat Mengajar</i>) 	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 (<i>Sahabat Mengajar</i>) 	25,443	<ul style="list-style-type: none"> • Medical equipment support • Sport equipment support • Health support through joint sport activities • COVID-19 handling program support 	5,992
Tarakan	<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	<ul style="list-style-type: none"> • Government green program support • Online drawing • COVID-19 handling support • Market fire victims handling support • Trash container support • Health support (counselling & COVID-19 handling support) 	7,570
South Natuna Sea Block B	<ul style="list-style-type: none"> • Social assistance programs for disaster management • South Natuna Sea Block B CSR studies and regular monitoring and evaluation • Social mapping study 	73,863	<ul style="list-style-type: none"> • National disaster victims support 	1,331	<ul style="list-style-type: none"> • Social assistance for disaster management • COVID-19 handling support 	50,388
Bangkanai	Not applicable		<ul style="list-style-type: none"> • Disaster aid • Social mapping 	20,971	<ul style="list-style-type: none"> • Natural disaster assistance 	7,904
Madura Offshore	Not applicable		<ul style="list-style-type: none"> • Procurement of community activities equipment: public facility for cultural event equipment 	13,054	<ul style="list-style-type: none"> • Community activities equipment support 	9,518

Operations	2018	US\$	2019	US\$	2020	US\$
Sampang	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	<ul style="list-style-type: none"> Medical equipment support for Integrated healthcare center (<i>pos pelayanan terpadu/posyandu</i>) Health counselling 	11,546
Bualuang Thailand	Not applicable		<ul style="list-style-type: none"> Support on education, environment, community, and others 	173,103	<ul style="list-style-type: none"> Support on education, environment, community, and others 	116,673
Subtotal Oil & Gas	Total	570,508	Total	343,083	Total	317,055
Power	<ul style="list-style-type: none"> Charity to support infrastructure, religious event, health and education activities 	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	<ul style="list-style-type: none"> COVID-19 mitigation support Community event support, contribution to 75th Independence day celebration Support to community religious event: Eid al-Adha and Christmas event donations HSE workshop/socialization to community Food aid to fishermen groups in Jepara Regency during drought season Public facilities and infrastructure support: water pump and clean water facilities donation, Mosque facility, reading facilities, public roads, school, statue rehabilitation, irrigation system Blood donation Staple food support to orphanage 	60,033
Subtotal Power	Total	54,512	Total	66,830	Total	60,033

GRI 410: Security Practices

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018	2019	2020
GRI 410-1	Security Practices	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	73.70%	78.46%	79.67%
				Power	97.13%	99.04%	100%
			Whether training requirements also apply to third party personnel	Oil & Gas	Human rights policies and procedures training is also applied to third-party security personnel.		
				Power			

CHAPTER 7

EMBRACING CHALLENGES, CREATING OPPORTUNITIES FOR OUR PEOPLE

GRI 102: General Disclosures

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items			Entities	2018	2019	2020		
GRI 102-8 ¹	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		347	440	427		
		Male				1,630	1,781	1,752			
				Temporary	Female		19	6	3		
		Male				92	76	45			
			Power	Permanent	Female		51	67	70		
		Male				476	549	560			
				Temporary	Female		22	13	11		
		Male				275	168	143			
				Total number of employees by employment contract (permanent and temporary), by region.							
			Region	Oil & Gas				<i>International</i>			
								Oman	186	191	185
								Tunisia	55	Not applicable	
								Thailand (Bangkok Office)	Not Applicable	69	45
								Thailand (Bualuang)	Not Applicable	28	38
								<i>Domestic</i>			
								Block A	135	150	153
								South Sumatra	185	194	181
								Rimau	129	101	97
								South Natuna Sea Block B	760	414	338
						Lematang	30	28	27		
						Tarakan	30	29	29		
						Jakarta Office	578	1,042	1,077		
						Bangkanai	Not Applicable	42	42		
						Sampang ²	Not Applicable	15	15		

1. Total employees for this disclosure reflect the number of employees on all assets under the scope of the limited assurance. Employees movement to MedcoEnergi's entities outside the limited assurance scope is not included in the calculation.
 2. Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2018	2019	2020
		Power		Medco Power Indonesia (Jakarta Head Office)	72	82	99
				Medco Power Indonesia (Singa) ¹	11	-	-
				Medco Hidro Indonesia (Jakarta) ²	3	3	-
				Pembangkitan Pusaka Parahiangan (Cianjur)	22	24	22
				Bio Jathropa Indonesia (Cianjur)	22	20	19
				Medco Cahaya Geothermal (Jakarta)	9	11	11
				Mitra Energi Batam & Dalle Energi Batam (Batam) ³	225	165	130
				Energi Listrik Batam (Batam)	45	46	46
				Multidaya Prima Elektrindo (Palembang)	21	23	21
				Energi Prima Elekrika (Palembang)	21	24	24
				Tanjung Jati B (Jepara)	263	268	250
				Medco Geothermal Sarulla (Tapanuli Selatan)	100	105	101
				Medco Power Service Indonesia (Pekanbaru)	Not applicable		36
				Medco Power Solar Sumbawa (Sumbawa)	Not applicable		4
				Medco Ratch Power Riau (Jakarta Head Office)	10	26	21

1. The company has been temporarily freeze since 2019. All employees were transferred to either Multidaya Prima Elektrindo or Energi Prima Elekrika due to contract termination with the previous client.

2. Under a business consideration, all employees were transferred to Medco Power Indonesia (Jakarta Head Office).

3. 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	2018	2019	2020	
		Total number of employees by employment type (full-time and part-time), by gender.						
		Oil & Gas	Full-time	Female	366	446	430	
				Male	1,722	1,857	1,797	
			Part-time	Female	-	-	-	
				Male	-	-	-	
		Power	Full-time	Female	73	80	81	
				Male	751	717	703	
			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			
		An explanation of how the data have been compiled, including any assumptions made.				The data have been compiled from database and manual compilation		

GRI 401: Employment

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2018		2019		2020						
					value	%	value	%	value	%					
GRI 401-1	Employment	New employee hires and employee turnover ¹	Total number and rate of new employee hires during the reporting period by:												
					Age Group	Oil & Gas	Under 30 years old	76	3.64%	21	0.91%	13	0.58%		
							30-50 years old	103	4.93%	81	3.52%	14	0.63%		
							Over 50 years old	9	0.43%	7	0.30%	4	0.18%		
					Power	Oil & Gas	Under 30 years old	45	5.46%	50	6.27%	58	7.40%		
							30-50 years old	40	4.85%	53	6.65%	27	3.44%		
							Over 50 years old	3	0.36%	8	1.00%	5	0.64%		
					Gender	Oil & Gas	Female	39	1.87%	23	1.00%	15	0.67%		
							Male	149	7.14%	86	3.73%	16	0.72%		
						Power	Female	12	1.46%	17	2.13%	9	1.15%		
							Male	76	9.22%	94	11.79%	81	10.33%		
					Region	Oil & Gas ¹	<i>International</i>								
							Tunisia	3	0.14%	Not applicable		Not applicable			
							Oman	8	0.38%	14	0.61%	3	0.13%		
							Thailand (Bangkok Office)	Not applicable		11	0.48%	2	0.09%		
							Thailand (Bualuang)	Not applicable		2	0.09%	-	-		
							<i>Domestic</i>								
							Block A	112	5.36%	9	0.39%	2	0.09%		
							South Sumatra	2	0.10%	2	0.09%	-	-		
							Rimau	-	-	2	0.09%	-	-		
							South Natuna Sea Block B	9	0.43%	-	-	-	-		
							Lematang	-	-	1	0.04%	-	-		
							Tarakan	-	-	-	-	-	-		
Jakarta Office	54	2.59%	67	2.91%			24	1.08%							
Bangkalanai	Not applicable		1	0.04%	-	-									
Sampang ²	Not applicable		-	-	-	-									

1. There was a parameter change in the calculation of new employee hires and employee turnover in 2020, which was the exclusion of employee movements across assets of each entity.

2. Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2018		2019		2020	
					value	%	value	%	value	%
		Power		Medco Power Indonesia (Jakarta Head Office)	24	2.91%	30	3.76%	24	3.06%
				Medco Power Indonesia (Singa) ¹	-	-	-	-	-	-
				Medco Hidro Indonesia (Jakarta) ²	1	0.12%	1	0.13%	-	-
				Pembangkitan Pusaka Parahiangan (Cianjur)	15	1.82%	4	0.50%	-	-
				Bio Jathropa Indonesia (Cianjur)	9	1.09%	-	-	1	0.13%
				Medco Cahaya Geothermal (Jakarta)	2	0.24%	5	0.63%	1	0.13%
				Mitra Energi Batam & Dalle Energi Batam (Batam) ³	5	0.61%	5	0.63%	28	3.57%
				Energi Listrik Batam (Batam)	3	0.36%	4	0.50%	4	0.51%
				Multidaya Prima Elektrindo (Palembang)	-	-	3	0.38%	-	-
				Energi Prima Elektriika (Palembang)	-	-	3	0.38%	-	-
				Tanjung Jati B (Jepara)	13	1.58%	30	3.76%	9	1.15%
				Medco Geothermal Sarulla (Tapanuli Selatan)	13	1.58%	8	1.00%	2	0.26%
				Medco Power Service Indonesia (Pekanbaru)		Not applicable			17	2.17%
				Medco Power Solar Sumbawa (Sumbawa)		Not applicable			2	0.26%
				Medco Ratch Power Riau (Jakarta Head Office)	3	0.36%	18	2.26%	2	0.26%

1. The company has been temporarily freeze since 2019. All employees were transferred to either Multidaya Prima Elektrindo or Energi Prima Elektriika due to contract termination with the previous client.

2. Under a business consideration, all employees were transferred to Medco Power Indonesia (Head Office Jakarta).

3. 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	2018		2019		2020					
					value	%	value	%	value	%				
GRI 401-1	Employment	New employee hires and employee turnover ¹	Total number and rate of employee turnover during the reporting period by:	Age Group	Oil & Gas	Under 30 years old	3	0.14%	10	0.43%	5	0.22%		
						30-50 years old	63	3.02%	111	4.82%	41	1.84%		
						Over 50 years old	45	2.16%	53	2.30%	44	1.98%		
					Power	Under 30 years old	15	1.82%	70	8.78%	50	6.38%		
						30-50 years old	45	5.46%	55	6.90%	44	5.61%		
						Over 50 years old	6	0.73%	11	1.38%	9	1.15%		
				Gender	Oil & Gas	Female	22	1.05%	48	2.08%	28	1.26%		
						Male	89	4.26%	126	5.47%	62	2.78%		
					Power	Female	9	1.09%	9	1.13%	10	1.28%		
						Male	57	6.92%	127	15.93%	93	11.86%		
				Region	Oil & Gas	International		Tunisia	1	0.05%	Not applicable			
						Oman	15	0.72%	14	0.61%	7	0.31%		
						Thailand (Bangkok Office)	Not applicable		13	0.56%	17	0.76%		
						Thailand (Bualuang)	Not applicable		-	-	-	-		
						Domestic		Block A	2	0.10%	3	0.13%	4	0.18%
						South Sumatra	6	0.29%	8	0.35%	5	0.22%		
						Rimau	1	0.05%	5	0.22%	4	0.18%		
						South Natuna Sea Block B	30	1.44%	3	0.13%	8	0.36%		
						Lematang	1	0.05%	1	0.04%	1	0.04%		
						Tarakan	-	-	1	0.04%	-	-		
						Jakarta Office	55	2.63%	123	5.34%	41	1.84%		
Bangkanai	Not applicable		2			0.09%	2	0.09%						
Sampang ²	Not applicable		1			0.04%	1	0.04%						

1. There was a parameter change in the calculation of new employee hires and employee turnover in 2020, which was the exclusion of employee movements across assets of each entity.

2. Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2018		2019		2020	
					value	%	value	%	value	%
			Power	Medco Power Indonesia (Jakarta Head Office)	11	1.33%	20	2.51%	12	1.53%
				Medco Power Indonesia (Singa) ¹	-	-	11	1.38%	-	-
				Medco Hidro Indonesia (Jakarta) ²	2	0.24%	1	0.13%	-	-
				Pembangkitan Pusaka Parahiangan (Cianjur)	9	1.09%	2	0.25%	1	0.13%
				Bio Jathropa Indonesia (Cianjur)	6	0.73%	2	0.25%	1	0.13%
				Medco Cahaya Geothermal (Jakarta)	-	-	3	0.38%	2	0.26%
				Mitra Energi Batam & Dalle Energi Batam (Batam) ³	2	0.24%	65	8.16%	48	6.12%
				Energi Listrik Batam (Batam)	4	0.49%	1	0.13%	2	0.26%
				Multidaya Prima Elektrindo (Palembang)	-	-	1	0.13%	1	0.13%
				Energi Prima Elekrika (Palembang)	-	-	-	-	-	-
				Tanjung Jati B (Jepara)	20	2.43%	25	3.14%	27	3.44%
				Medco Geothermal Sarulla (Tapanuli Selatan)	11	1.33%	3	0.38%	6	0.77%
				Medco Power Service Indonesia (Pekanbaru)	Not applicable		-	-	-	-
				Medco Power Solar Sumbawa (Sumbawa)	Not applicable		-	-	-	-
				Medco Ratch Power Riau (Jakarta Head Office)	1	0.12%	2	0.25%	3	0.38%

1. The company has been temporarily freeze since 2019. All employees were transferred to either Multidaya Prima Elektrindo or Energi Prima Elekrika due to contract termination with the previous client.

2. Under a business consideration, all employees were transferred to Medco Power Indonesia (Head Office Jakarta).

3. 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	Type of Entity	2018	2019	2020
GRI 401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. 	Oil & Gas	<ol style="list-style-type: none"> 1. Education Refund Plan (MEI and MEPI), Employee Education Assistance (South Natuna Sea Block B) 2. Emergency Loan (MEI and MEPI), Loan Salary Advance (South Natuna Sea Block B) 3. Pension program - "Penghargaan atas Pengabdian" (MEI and MEPI, South Natuna Sea Block B) 4. Service award - (MEI and MEPI, South Natuna Sea Block B) 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 & gas domestic, Thailand, Oman) 2. Emergency Loan/Loan Salary Advance (oil & gas domestic) 3. Pension program - "Penghargaan Atas Pengabdian" (oil & gas domestic, excluding Bangkanai & Sampang) 4. Service Award (oil & gas domestic) 5. Housing Loan Assistance (Oman) 	

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018	2019	2020
				Power	1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla)	1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla)	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)	2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam)	2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam)
					3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam ¹)	3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam ¹)	3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam ¹ , Medco Geothermal Sarulla)
		b. The definition used for 'significant locations of operation'.		Oil & Gas Power	As stated in the list of benefits above.		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2018	2019	2020			
GRI 401-3	Employment	Parental leave	a. Total number of employees that were entitled to parental leave, by gender.	Oil & Gas	Female	366	446	430	
					Male	1,576	1,725	1,683	
				Power	Female	73	80	81	
					Male	486	525	540	
				b. Total number of employees that took parental leave, by gender.	Oil & Gas	Female	18	18	16
						Male	98	95	77
			Power		Female	5	8	5	
					Male	33	42	34	
			c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.		Oil & Gas	Female	18	18	16
						Male	98	95	77
				Power	Female	5	8	5	
					Male	33	42	34	

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

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		2018	2019	2020
		d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender ¹ .	Oil & Gas	Female	14	13	18
				Male	130	93	94
			Power	Female	3	5	6
				Male	51	33	38
		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%
		f. Retention rates of employees that took parental leave, by gender.	Oil & Gas	Female	100%	72.22%	100%
				Male	100%	94.90%	98.95%
			Power	Female	100%	100%	75.00%
				Male	100%	100%	90.48%

GRI 405: Diversity and Equal Opportunity

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		2018	2019	2020	
GRI 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%	31.25%	21.43%	
				Male	73.33%	68.75%	78.57%	
			ii. Age group	Under 30 years old	-	-	-	
				30-50 years old	26.67%	12.50%	7.14%	
				Over 50 years old	73.33%	87.50%	92.86%	
			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	17.53%	19.37%	19.31%
					Male	82.47%	80.63%	80.69%
				Power	Female	8.86%	10.04%	10.33%
					Male	91.14%	89.96%	89.67%
			ii. Age group	Oil & Gas	Under 30 years old	7.85%	6.64%	5.52%
					30-50 years old	78.30%	78.03%	78.13%
					Over 50 years old	13.84%	15.33%	16.34%
				Power	Under 30 years old	33.50%	28.61%	27.30%
					30-50 years old	61.53%	64.37%	64.54%
					Over 50 years old	4.98%	7.03%	8.16%
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).		Not available			

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

CHAPTER 8

STRENGTHENING OUR ENVIRONMENTAL SAFEGUARDS

GRI 305: Emissions

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018 ¹	2019 ¹	2020			
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	1,363,672.01 ²	1,691,760.42 ³	1,405,607.58 ⁴			
				(JOB Tomori ⁵)	8,918.70	8,799.90	8,041.20			
				Power	905,792.14 ⁶	918,587.57 ⁶	779,372.59 ⁷			
			b. Gases included in the calculation	Oil & Gas	CO ₂ , N ₂ O, CH ₄	CO ₂ , N ₂ O, CH ₄ , HFCs				
				Power		CO ₂ , N ₂ O, CH ₄				
			c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	Oil & Gas	254.43 ²	1,670.61 ³	1,054.89 ⁴			
				Power	0.94 ⁸	1.53 ⁹	1.28 ⁹			
			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, United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42) and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006.					
					Source of GWP rates: IPCC Fourth Assessment Report					
				Power	Source of emissions factors: - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012 - Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006					
		Source of GWP rates: IPCC Fourth Assessment Report								

1. As restated, please refer to 2020 Sustainability Report page 64.
 2. Consolidated data—**International:** Oman and Tunisia; **Domestic:** Rimau, South Sumatra, Lematang, Tarakan and South Natuna Sea Block B.
 3. Consolidated data—**International:** Oman, Thailand and Malaysia; **Domestic:** Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang and Madura Offshore.
 4. Additional assets for 2020 include Jakarta Offices and Singapore Office.
 5. Joint Operating Body Pertamina – Medco E&P Tomori Sulawesi (JOB Tomori) is a non-operating asset, therefore the numbers reflect 30% MedcoEnergi’s working interest and these numbers are not yet assured.
 6. Consolidated data—Energi Listrik Batam, Energi Prima Elektri, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include mobile generator (TM2500).
 7. Consolidated data—Energi Listrik Batam, Energi Prima Elektri, Multidaya Prima Elektrindo, Mitra Energi Batam and Dalle Energi Batam.
 8. Consolidated data—Multidaya Prima Elektrindo.
 9. Consolidated data—Energi Prima Elektri and Multidaya Prima Elektrindo.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018 ¹	2019 ¹	2020	
			f. Consolidation approach for emissions	Oil & Gas Power		Operational control		
			g. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas Power		- API Compendium 2009 - US EPA AP-42 - IPCC Guidelines for National Greenhouse Gas Inventories 2006 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012		
GRI 305-2	Emissions	Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent	Oil & Gas	263.48 ²	455.01 ³	11,272.08 ^{4,5,6}	
				Power	53.85 ⁷	49.85 ⁷	56.51 ⁷	
			b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent	Oil & Gas Power	Not applicable for MedcoEnergi operating countries			
			c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	Oil & Gas Power		CO ₂		
			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		

1. As restated, please refer to 2020 Sustainability Report page 64.

2. The list of assets that generate Scope 2 GHG emissions consist of Tarakan and South Natuna Sea Block B.

3. The list of assets that generate Scope 2 GHG emissions consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand and Malaysia.

4. The list of assets that generate Scope 2 GHG emissions consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia, Singapore Office and Jakarta Offices.

5. The total Scope 2 GHG emissions for Oman only covers the emissions resulted from the generation of purchased electricity in May - December 2020. The electricity consumption in January - April 2020 was not available from the provider.

6. 2020 was the first year for Jakarta Offices and Oman to disclose their Scope 2 GHG emissions, which was significantly higher compared to other assets.

7. The list of assets that generate Scope 2 GHG emissions consist of Energi Listrik Batam, Mitra Energi Batam and Dalle Energi Batam.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018 ¹	2019 ¹	2020
			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:	Source of emissions factors:	Source of emissions factors:	
				- Indonesia: GHG Emissions Factor of Electricity System Year 2018, Directorate General of Electricity, the Ministry of Energy and Mineral Resources of the Republic of Indonesia	- Indonesia: GHG Emissions Factor of Electricity System Year 2018, Directorate General of Electricity, the Ministry of Energy and Mineral Resources of the Republic of Indonesia	- Indonesia: GHG Emissions Factor of Electricity System Year 2018, Directorate General of Electricity, the Ministry of Energy and Mineral Resources of the Republic of Indonesia	
				- Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore	- Malaysia: The IFI Dataset of Default Grid Factors v.2.0, United Nations Framework Convention on Climate Change (UNFCCC)	- Oman and Malaysia: The IFI Dataset of Default Grid Factors v.2.0, United Nations Framework Convention on Climate Change (UNFCCC)	
					- Thailand: CO ₂ Emissions per kWh, Energy Policy and Planning Office, the Ministry of Energy of the Kingdom of Thailand	- Thailand: CO ₂ Emissions per kWh, Energy Policy and Planning Office, the Ministry of Energy of the Kingdom of Thailand	
					- Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore	- Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore	
				Power	Source of emissions factors: GHG Emissions Factor of Electricity System year 2018, Directorate General of Electricity, the Ministry of Energy and Mineral Resources of the Republic of Indonesia		

1. As restated, please refer to 2020 Sustainability Report page 64.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018 ¹	2019 ¹	2020
			f. Consolidation approach for emissions	Oil & Gas Power		Operational control	
			g. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas Power	- API Compendium 2009 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals	
GRI 305-4	Emissions	GHG emissions intensity	a. GHG emissions intensity ratio for the organisation.				
			i. Scope 1	Oil & Gas (JOB Tomori ⁵) Power	248.50 ² 10.17 0.55 ⁵	236.74 ³ 9.90 0.56 ⁶	218.38 ⁴ 7.52 0.53 ⁷
			ii. Scope 1 + Scope 2	Oil & Gas (JOB Tomori ⁵) Power	248.54 ^{2,8} 10.17 0.55 ^{6,13}	236.81 ^{3,9} 9.90 0.56 ^{6,13}	220.13 ^{4,10,11,12} 7.52 0.53 ^{7,13}
			b. Organisation-specific metric (the denominator) chosen to calculate the ratio.	Oil & Gas (JOB Tomori ⁵) Power		tCO ₂ e/1000 TOE HC product tCO ₂ e/MWH	
			c. Types of GHG emissions included in the intensity ratio; whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Oil & Gas Power		- Direct (Scope 1) GHG emission sources - Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources	

1. As restated, please refer to 2020 Sustainability Report page 64.

2. Consolidated data—**International:** Oman and Tunisia; **Domestic:** Rimau, South Sumatra, Lematang, Tarakan and South Natuna Sea Block B.

3. Consolidated data—**International:** Oman, Thailand and Malaysia; **Domestic:** Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang and Madura Offshore.

4. Additional assets for 2020 include Jakarta Offices and Singapore Office.

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

6. Consolidated data—Energi Listrik Batam, Energi Prima ElektriKa, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include mobile generator (TM2500).

7. Consolidated data—Energi Listrik Batam, Energi Prima ElektriKa, Multidaya Prima Elektrindo, Mitra Energi Batam and Dalle Energi Batam.

8. The list of assets that generate Scope 2 GHG emissions consist of Tarakan and South Natuna Sea Block B.

9. The list of assets that generate Scope 2 GHG emissions consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand and Malaysia.

10. The list of assets that generate Scope 2 GHG emissions consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia, Singapore Office and Jakarta Offices.

11. The total Scope 2 GHG emissions for Oman only cover the emissions resulted from the generation of purchased electricity in May - December 2020. The electricity consumption in January - April 2020 were not available from the provider.

12. 2020 was the first year for Jakarta Offices and Oman to disclose their Scope 2 GHG emissions, which was significantly higher compared to other assets.

13. The list of assets that generate Scope 2 GHG emissions consist of Energi Listrik Batam, Mitra Energi Batam and Dalle Energi Batam.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018 ¹	2019 ¹	2020
			d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	Oil & Gas	CO ₂ , N ₂ O, CH ₄	CO ₂ , N ₂ O, CH ₄ , HFCs	
				Power		CO ₂ , N ₂ O, CH ₄	
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 (tonne/year)	Oil & Gas	10,923.84 ²	11,345.43 ³	9,805.95 ⁴
				Power	3,014.63 ⁵	1,940.90 ⁵	1,790.91 ⁵
			ii. SOx (tonne/year)	Oil & Gas	108.04 ²	464.56 ³	332.34 ⁴
				Power	292.03 ⁵	475.04 ⁵	381.47 ⁵
			iii. Persistent Organic Pollutants (POP)	Oil & Gas		Not applicable	
				Power		Not applicable	
			iv. Volatile Organic Compounds (VOC, tonne/year)	Oil & Gas	2,194.52 ²	2,429.88 ³	2,077.92 ⁴
				Power		Not applicable	
			v. Hazardous Air Pollutants (HAP)	Oil & Gas		Not applicable	
				Power		Not applicable	
			vi. Particulate Matter (PM, tonne/year)	Oil & Gas	93.01 ²	175.36 ³	164.37 ⁴
				Power	116.64 ⁵	165.45 ⁵	180.10 ⁵
			vii. Other standard categories of air emissions identified in relevant regulations	Oil & Gas		Not available	
				Power		Not available	
			b. Source of the emissions factors used	Oil & Gas	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42).		
				Power		Not applicable	

1. As restated, please refer to 2020 Sustainability Report page 64.

2. Consolidated data—**International:** Oman and Tunisia; **Domestic:** Rimau, South Sumatra, Lematang, Tarakan and South Natuna Sea Block B.

3. Consolidated data—**International:** Oman, Thailand and Malaysia; **Domestic:** Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang and Madura Offshore.

4. Additional assets for 2020 include Jakarta Offices and Singapore Office.

5. Consolidated data—Energi Listrik Batam, Energi Prima ElektriKa, Multidaya Prima Elektrindo, Mitra Energi Batam and Dalle Energi Batam.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018 ¹	2019 ¹	2020
			c. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	<ul style="list-style-type: none"> - API Compendium 2009 - US EPA AP-42 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - Minister of Environment of the Republic of Indonesia Regulation Number 12 Year 2012 regarding Guidelines for Calculation of Emissions for Oil and Gas Industry Activities. 		
				Power	Minister of Environment of the Republic of Indonesia, 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 of the Republic of Indonesia, Regulation Number 15 Year 2019 regarding Emission Quality Standards for Thermal Power Plants	

1. As restated, please refer to 2020 Sustainability Report page 64.

CHAPTER 9

PROTECTING THE HEALTH AND SAFETY OF OUR PEOPLE

In this 2020 GRI Performance Data, we disclose our occupational health and safety management based on the updated standard; GRI 403: Occupational Health and Safety (2018). Our 2018 and 2019 disclosures of the same topic refer to GRI 403: Occupational Health and Safety (2016) and presented in separate table below to distinguish the difference.

GRI 403: Occupational Health and Safety 2016

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	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	Onshore Asset Indonesia	
					<ul style="list-style-type: none"> Rimau, South Sumatra, Lematang, Tarakan, and Block A: HSECom (Health, Safety and Environment Committee) which consists of Board of Directors, Head of Assets, Head of Divisions and workers representative. Sampang and Bangkanai (2019 only): 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. 	
					<hr/> <p>Offshore Asset Indonesia</p> <ul style="list-style-type: none"> South Natuna Sea Block B HSE (Health, Safety and Environment) Action Committee which consists of Board of Directors, Head of Assets, Head of Divisions and workers representative. Madura Offshore (2019 only) 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. <hr/> <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>	

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018	2019
				Power	<p>Medco Power 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 (<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>	
			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%	
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> <p>Medical Treatment Injury (MTI): This classification covers cases of work injury/ illnesses that require medical treatment.</p>	
				Oil & Gas	Fatality	Fatality
					LTI	LTI
					RWI	RWI
					MTI	MTI
				Power	MTI	Fatality
						MTI

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018	2019
		Total Recordable Incident Rate (TRIR) per 1,000,000 work hours for all workers and employees In reference to OSHA criteria:		Oil & Gas	0.59	0.58
				Power	0.31	0.44
			i. Minor injuries are excluded 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
				Power	0.00	0.00
		Lost Time Incident Rate (LTIR) per 1,000,000 work hours for all workers and employees In reference to OSHA criteria:		Oil & Gas	0.13	0.27
				Power	0.00	0.22
			i. Calendar days are used to calculate 'lost days' ii. The 'lost days' count begins the day after the incident.			
		Absentee rate (AR) for all workers and employees			Not available	
		Work-related fatalities, for all workers and employees		Oil & Gas	1	1
				Power	-	1
		c. The system of rules applied in recording and reporting accident statistics.			<p>The injury rates are calculated as follows: Total Recordable Incident Rate (TRIR) per 1,000,000 work hour = (number of recordable injuries)/manhour x 1,000,000</p> <p>Occupational Disease Rate (ODR) per 1,000,000 work hour = (number of occupational disease cases)/manhour x 1,000,000</p> <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, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, 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>	

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018	2019
						<p>Sampang, Bangkanai and Madura Offshore (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> <hr/> <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> <hr/> <p>Power</p> <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> <hr/>
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</p> <p>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.</p> <p>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

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2018	2019
						<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> <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:</p> <ul style="list-style-type: none"> - Health, Safety and Environment - Work-related Incidents

GRI 403: Occupational Health and Safety 2018

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Disclosures	Entity	2020
GRI 403-9	Occupational Health and Safety	Work-related injuries	Employees	The number of fatalities as a result of work related injury.	Oil & Gas	-
					Power	-
				The rate of fatalities as a result of work related injury. (per 1,000,000 man-hours)	Oil & Gas	-
					Power	-
				The number of high-consequence work-related injuries (excluding fatalities).	Oil & Gas	-
					Power	-
				<i>"Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months"</i>		
				The rate of high-consequence work-related injuries (excluding fatalities). (per 1,000,000 man-hours)	Oil & Gas	-
					Power	-
				The number of recordable work-related injuries.	Oil & Gas	-
					Power	-
				<i>"Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness."</i>		
				The rate of recordable work-related injuries. (per 1,000,000 man-hours)	Oil & Gas	-
					Power	-
The number of hours worked.	Oil & Gas	6,008,480				
	Power	2,084,544				
The main types of work-related injury.	Oil & Gas	Not applicable				
	Power	Not applicable				
<i>"Types of work-related injury can include death, amputation of a limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis, among others."</i>						
Contractors				The number of fatalities as a result of work related injury.	Oil & Gas	-
					Power	1
				The rate of fatalities as a result of work related injury. (per 1,000,000 man-hours)	Oil & Gas	-
	Power	0.14				

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Disclosures	Entity	2020
				The number of high-consequence work-related injuries (excluding fatalities).	Oil & Gas	-
					Power	-
				<i>"Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months"</i>		
				The rate of high-consequence work-related injuries (excluding fatalities). (per 1,000,000 man-hours)	Oil & Gas	-
					Power	-
				The number of recordable work-related injuries.	Oil & Gas	7
					Power	3
				<i>"Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness."</i>		
				The rate of recordable work-related injuries. (per 1,000,000 man-hours)	Oil & Gas	0.46
					Power	0.43
				The number of hours worked.	Oil & Gas	15,333,448
					Power	6,922,107
				The main types of work-related injury.	Oil & Gas	Types of work related injuries occurred in Oil & Gas operations within 2020: fracture and stung by insects
				<i>"Types of work-related injury can include death, amputation of a limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis, among others."</i>	Power	Types of work related injuries occurred in Power operations within 2020: death, laceration and fracture

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Disclosures	Entity	2020
			The work-related hazards that pose a risk of high-consequence injury	<ul style="list-style-type: none"> i. How these hazards have been determined ii. Which these hazards have caused or contributed to high-consequence injuries during the reporting period. iii. Actions taken to eliminate these hazards and minimize risks using the hierarchy of controls. 	Oil & Gas	<p>The hazards are identified and assessed following the MedcoEnergi Hazard Identification and Risk Assessment Process. As part of the process, asset specific workshops are conducted with participants from multidisciplinary teams. The Hazard Identification and Risk Assessment Workshop is intended to enable asset team members to minimize or eliminate potential major hazard accident occurrence and reduce the risk within operations. This is done by demonstrating risk reduction measures and to give confidence that asset has the ability and means to control potential major accident risk properly, to achieve safe, profitable and sustainable operations. The process is in alignment with OHSAS 18001:2007 or ISO 45001:2018 regarding Occupational Health and Safety Management System requirements related to hazards identification and risk mitigation. However, there is no high-consequence injury recorded in Oil & Gas operations throughout 2020. Several hazards that pose a risk of high-consequence injury which have been identified are:</p> <ul style="list-style-type: none"> - Hydrocarbon in formation: Loss of primary containment, Well Blow out, Subsea Well Blow out - Condensate, NGL: Loss of Primary Containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption - Hydrocarbon gas: Loss of Primary Containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption - Oil and hydrocarbon gas under pressure: personal injury, fatality, asset damage - In-air transport (flying): fatality, helicopter ditching, asset damage - Transfer from boat to offshore platform: personal injury, fatality, asset damage - Detonators: fire explosion, fatality - Conventional explosive material: fire explosion, fatality - Bottled gases under pressure: fire explosion, fatality - Boat collision hazard to other vessels and offshore structures: fatalities, asset damage - Escalation of fire - Methanol fire - Forest fire - Hydrocarbon gas blowby

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Disclosures	Entity	2020
					Power	<p>Medco Power has identified hazards related to working activities. Medco Power uses Hazards Identification Risk Assessment and Determine Control (HIRADC) to summarize physical, chemical, biological, and ergonomic hazard, etc. Most of physical hazards have been determined as causal factor for the recordable incident in the last 3 years. However, there is no high-consequence injury recorded in 2020. Gravitational hazard as potential energy involving object and/or person falls from height. Moving part of power tools and heavy equipment motion as kinetic energy related with human-machine interface incident in Medco Power. These physical hazards also classified in Life Saving Rules (LSR) related with fall protection (LSR No. 7) and ensuring worker in a safe position (LSR No. 8).</p> <p>As the follow-up actions to mitigate these hazards, Medco Power conducted HSE annual meeting engaging all subsidiaries from Medco Power to evaluate the cause of the incidents occurred throughout the year. In addition, HSE annual meeting is also meant to identify any potential hazards which may cause high-consequence work injuries. Several actions were also conducted by Medco Power as follow up action and preventive for recurrence incident, such as eliminate the risk by using safer and proper equipment, install hazard or safety sign in the strategic area, provide procedure and working instruction for safe work method, provide proper PPE for all workers, and conduct HSE mandatory training for workers.</p>

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Disclosures	Entity	2020
			Actions taken to eliminate other work-related hazards and minimize risks using the hierarchy of controls.		Oil & Gas	MedcoEnergi has integrated the Process Safety aspects into the Safety Card program, conducted assessments, identified the implementation plans and aligned the operational health support units. The goal is to improve the workers' hazard recognition, risk assessment, evaluation and control measure identification. To go further, MedcoEnergi has also developed the MedcoEnergi HSE and Process Safety Roadmap 2020-2024. The Roadmap is part of MedcoEnergi's HSE Management System (HSEMS), which systematically identifies, assesses, controls, and monitors operational risks to our business, employees, contractors, stakeholders, and the environment.
					Power	Medco Power has integrated the Health, Safety and Environmental aspects into the HSE Card program which allows worker to conduct hazards observation, report the hazards/risk, and take the action. HSE card is available in manual and application in IOS and Android and all reports will be collected in web-based dashboard for further analysis and assessment by HSE team. Minor corrective actions can be taken immediately after the report is received while more complex corrective actions will be reported to relevant parties for appropriate analysis and recommendations. Referring to HIRADC in hazard management, Medco Power reviews the existing hazard control and if the hazards/risk value are still high then Medco Power will add additional method of control as follows: 1. Elimination 2. Substitution 3. Isolation 4. Procedure and Warning Sign 5. Training and Monitoring 6. PPE to reduce the hazards/risk value into the acceptance level.
			Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked		Oil & Gas Power	The rates of fatalities, high-consequence work-related injuries and recordable work-related injuries are calculated based on 1,000,000 hours worked
			Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.		Oil & Gas Power	No employees or workers have been excluded from this disclosure

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Disclosures	Entity	2020
			Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.			<p><u>The injury rates are calculated as follow:</u></p> <p>The rate of fatalities as a result of work related injury per 1,000,000 work hours = (number of fatality)/ the number of hours worked x 1,000,000</p> <p>The rate of high-consequence work-related injuries per 1,000,000 work hours = (number of high-consequence work-related injuries)/ the number of hours worked x 1,000,000</p> <p>The rate of recordable work-related injuries per 1,000,000 work hours = (number of recordable work-related injuries)/the number of hours worked x 1,000,000</p>
					Oil & Gas	<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 country Government Regulations, and refers to Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.</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 of the Republic of Indonesia Regulation Number 03/MEN/98 regarding Procedure in Reporting and Investigating Occupational Accident and Ministry of Manpower and Transmigration of the Republic of Indonesia 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 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 2020 Sustainability Report page 1-85 (available at www.medcoenergi.com/en/subpagelist/view/36 or through MedcoEnergi’s website at www.medcoenergi.com) and this GRI Performance Data page 86-133.

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, 12, 17, 86	Full	
	102-2 Activities, brands, products, and services	14, 15, 17	Full	
	102-3 Location of headquarters	10, 14, 15	Full	
	102-4 Location of operations	14, 15	Full	
	102-5 Ownership and legal form	128	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 2020 consists of PT Medco Daya Abadi (51.50%), Diamond Bridge Pte. Ltd. (21.46%) and Public (27.04%).
	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.
	102-7 Scale of the organisation	17, 19	Full	Refer to MedcoEnergi 2020 Annual Report page 94-95.
	102-8 Information on employees and other workers	56-58, 101-103	Full	
	102-9 Supply chain	18	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	30-32, 34	Full	

GRI Standard	GRI Disclosure	Location (Page #)	Level of Disclosure (Full, Partial, Not Disclosed)	Reason for Omission and Other Notes
	102-13 Membership of associations	26	Full	
	102-14 Statement from senior decision-maker	8-11	Full	
	102-16 Values, principles, standards, and norms of behaviour	16, 27-36	Full	
	102-17 Mechanisms for advice and concerns about ethics	30-34	Full	
	102-18 Governance structure	28	Full	
	102-40 List of stakeholder groups	24	Full	High-level list of stakeholder groups are included.
	102-41 Collective bargaining agreements	57	Full	
	102-42 Identifying and selecting stakeholders	23-24, 39	Full	
	102-43 Approach to stakeholder engagement	39	Full	
	102-44 Key topics and concerns raised	21-23	Full	
	102-45 Entities included in the consolidated financial statements	Not Measured	Full	Refer to MedcoEnergi 2020 Annual Report (Financial Report) page 108.
	102-46 Defining report content and topic Boundaries	8-11	Full	See Message from the Chairwoman and Letter from the Board.
	102-47 List of material topics	21-23	Full	
	102-48 Restatements of information	4, 64	Full	Not applicable
	102-49 Changes in reporting	4	Full	
	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	129-132	Full	
	102-56 External assurance	Provided separately	Full	Please refer to the "Independent Limited Assurance Statement" on MedcoEnergi website (www.medcoenergi.com/en/subpagelist/view/36).

GRI Standard	GRI Disclosure	Location (Page #)	Level of Disclosure (Full, Partial, Not Disclosed)	Reason for Omission and Other Notes
GRI 103: Management Approach	103-1 Explanation of the material and its Boundary	21-23	Full topic	
	103-2 The management approach and its components	27, 39, 54, 61, 73	Full	
	103-3 Evaluation of the management approach	37, 51, 60, 72, 81	Full	
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	20	Partial	
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	39-47, 90-93	Full	
	203-2 Significant indirect economic	48-49, 91	Full	Information on impact assessment methods and indirect impacts is provided in Chapter 6.
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption	30-33, 87-88	Full	
	205-2 Communication and training about anti-corruption policies and procedures	30-33, 87-88	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	64-66, 111-112	Full	
	305-2 Energy indirect (Scope 2) GHG emissions	64, 112-114	Full	
	305-4 GHG emissions intensity	64-66, 114-115	Full	
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	115-116	Partial	Information unavailable for Persistent Organic Pollutants (POP), Hazardous Air Pollutants (HAP) for all business units. Information unavailable for Volatile Organic Compounds (VOC) for Power in 2018-2020.
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	61	Full	
GRI 401: Employment	401-1 New employee hires and employee turnover	54-58, 106-107	Full	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	108-109	Full	
	401-3 Parental leave	109-110	Full	
GRI 403: Occupational Health and Safety	403-9 Work-related injuries	122-127	Full	

GRI Standard	GRI Disclosure	Location (Page #)	Level of Disclosure (Full, Partial, Not Disclosed)	Reason for Omission and Other Notes
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	56-58, 110	Partial	Information unavailable for minority or other vulnerable groups.
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	100	Full	
GRI 412: Human Rights Assessment	412-1 Operations that have been subjected to human rights reviews or impact assessment	89	Full	
	412-2 Employee training on human rights policies or procedures	89	Full	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	89	Full	
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	94	Full	
GRI 415: Public Policy	415-1 Political contributions	36, 90	Full	
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	30	Full	

PT Medco Energi Internasional Tbk

The Energy, 53rd floor
SCBD Lot 11A
Jl. Jend. Sudirman, Kav. 52-53
Jakarta 12190, Indonesia
Tel: (62-21) 2995 3000
Fax: (62-21) 2995 3001

www.medcoenergi.com



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