

## **PT Medco Energi International Tbk**

Independent Limited Assurance Statement in relation to the  
Subject Matter included in the Sustainability Report of  
PT Medco Energi Internasional Tbk for the year 2020



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## Independent Limited Assurance Statement in relation to the Subject Matter included in the Sustainability Report of PT Medco Energi Internasional Tbk for the year 2020

Report No. 00469/2.1032/JL.0/02/0697-1/1/VIII/2021

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

### Scope

We have been engaged by the Company to perform a 'limited assurance engagement' as defined by the Standards on Assurance Engagement (SAE) 3000 (Assurance Engagements Other than Audits or Reviews of Historical Financial Information) established by the Indonesian Institute of Certified Public Accountants (IICPA), here after referred to as the engagement to report on the Company's indicators/disclosures for the years 2018, 2019 and 2020 as detailed in the Appendix 1 ("Subject Matter") contained in the Company's sustainability report for the year 2020 (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

### Criteria

In preparing the Subject Matter, the Company has used definitions as set out in the Global Reporting Initiative (GRI) Standards for the selected Subject Matter in the Report, unless otherwise stated in each disclosure item in the Appendix 1 and throughout the Report.

### Management's responsibilities

The Company's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.



## **Independent Limited Assurance Statement in relation to the Subject Matter included in the Sustainability Report of PT Medco Energi Internasional Tbk for the year 2020 (continued)**

Report No. 00469/2.1032/JL.0/02/0697-1/1/VIII/2021 (continued)

### **EY's responsibility**

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the Standards on Assurance Engagement (SAE) 3000 (Assurance Engagements Other than Audits or Reviews of Historical Financial Information) established by the Indonesian Institute of Certified Public Accountants (IICPA), and the terms of reference for this engagement as agreed with the Company. Those standards require that we plan and perform our engagement to express a conclusion on whether anything has come to our attention that causes us to believe that the Subject Matter has not been reported and presented fairly, in all material respects, in accordance with Criteria. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

### **Our Independence and Quality Control**

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Public Accountants established by the Indonesian Institute of Certified Public Accountants, and have the required competencies and experience to conduct this assurance engagement.

### **Description of procedures performed**

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.



## **Independent Limited Assurance Statement in relation to the Subject Matter included in the Sustainability Report of PT Medco Energi Internasional Tbk for the year 2020 (continued)**

Report No. 00469/2.1032/JL.0/02/0697-1/1/VIII/2021 (continued)

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our limited assurance procedures included:

- Conducting interviews with key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period
- Comparing that the calculation criteria had been correctly applied in accordance with the methodologies outlined in the Criteria
- Performing recalculations of performance metrics to confirm quantities stated were replicable
- Undertaking analytical review procedures to support the reasonableness of the data
- Undertaking virtual walkthrough to oil and gas operation locations, South Natuna Sea Block B (Belanak Site, North Belut Site and Kerisi Site)
- Undertaking virtual walkthrough to power operation, Energi Listrik Batam
- Vouching, on a sample basis, to underlying source information to check the validity of the data
- Reviewing the disclosure on the restatement of GRI 305 Emissions indicators for the years 2018 and 2019 in the Report

### **Emphasis of Matter**

As disclosed in Section 8 'Strengthening Our Environmental Safeguards' on page 64 of the Report, effective January 1, 2020, the Company has revised the emissions calculation methodology by implementing a new tool in calculating the Company's air and greenhouse gas (GHG) emissions. The Company has applied the revised calculation methodology on a retrospective basis. Accordingly, the GRI 305 Emission indicators for the years 2018 and 2019 were restated. Our conclusion is not modified in respect to this matter.

### **Conclusion**

Based on the limited assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter set out in the Company's Sustainability Report for the year 2020, has not been reported and presented fairly, in all material respects, in accordance with the Criteria.



**Independent Limited Assurance Statement in relation to the Subject Matter included in the Sustainability Report of PT Medco Energi Internasional Tbk for the year 2020 (continued)**

Report No. 00469/2.1032/JL.0/02/0697-1/1/VIII/2021 (continued)

**Use of Our Limited Assurance Statement**

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

**Purwantono, Sungkoro & Surja**

**Moch. Dadang Syachruna**  
Public Accountant Registration No. AP.0697

4 August 2021

Appendix 1. Subject Matter for Independent Limited Assurance of PT Medco Energi Internasional Tbk Sustainability Report for the year 2020

GRI 102-8 - Information on employees and other workers

Indicators/disclosures			Type of entity and location	2018	2019	2020	
1. Total number of employees by employment contract (permanent and temporary), by gender (GRI 102-8)	Permanent	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	347	440	427	
		Male		1,630	1,781	1,752	
	Temporary	Female		19	6	3	
		Male		92	76	45	
	Permanent	Female	Power (Indonesia)	51	67	70	
		Male		476	549	560	
	Temporary	Female		22	13	11	
		Male		275	168	143	
	2. Total number of employees by employment contract (permanent and temporary), by region (GRI 102-8)	Region	Oman	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	186	191	185
			Tunisia		55	Not applicable	
Thailand (Bangkok Office)			Not applicable		69	45	
Thailand (Bualuang) Block A			Not applicable		28	38	
South Sumatra			135		150	153	
Rimau			185		194	181	
South Natuna Sea Block B			129		101	97	
Lematang			760		414	338	
Tarakan			30		28	27	
Jakarta Office			30		29	29	
Bangkalanai			578		1,042	1,077	
Sampang			Not applicable		42	42	
			Not applicable		15	15	
Region			Medco Power Indonesia (Jakarta Head Office)		Power (Indonesia)	72	82
		Medco Power Indonesia (Singa)	11	-		-	
		Medco Hidro Indonesia (Jakarta)	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)	225	165		130	

Indicators/disclosures			Type of entity and location	2018	2019	2020	
		Energi Listrik Batam (Batam)		45	46	46	
		Multidaya Prima Elektrindo (Palembang)		21	23	21	
		Energi Prima Elektrika (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	
3. Total number of employees by employment type (full-time and part-time), by gender (GRI 102-8)	Full-time	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	366	446	430	
		Male		1,722	1,857	1,797	
	Part-time	Female		-	-	-	
		Male		-	-	-	
	Full-time	Female		Power (Indonesia)	73	80	81
		Male			751	717	703
	Part-time	Female			-	-	-
		Male			-	-	-
4. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees (GRI 102-8)			Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))		Project based activities, include Drilling and Engineering, Procurement and Construction (EPC)		
			Power (Indonesia)		Project based activities, include Engineering, Procurement and Construction (EPC)		
5. Any significant variations in the numbers reported in Disclosure 102-8a, 102-8b, 102-8c (such as seasonal variations in the tourism or agricultural industries) (GRI 102-8)			Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))		Not applicable		
			Power (Indonesia)				

Indicators/disclosures	Type of entity and location	2018	2019	2020
6. An explanation of how the data have been compiled, including any assumptions made (GRI 102-8)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	The data have been compiled from database and manual compilation		
	Power (Indonesia)			

### GRI 203 - Indirect Economic Impact

Indicators/disclosures	Type of entity and location	2018	2019	2020
7. Extent of development of significant infrastructure investments and services supported (GRI 203-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	US\$439,180	US\$733,754	US\$696,907
	Power (Indonesia)	US\$66,710	US\$31,932	US\$58,085
8. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant (GRI 203-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020)), Power (Indonesia)	<p>Investments in infrastructure in MedcoEnergi covers among others:</p> <ul style="list-style-type: none"> <li>Road and bridge rehabilitation or development which brings better and extended access for local communities.</li> <li>Public facilities construction or renovation for mosques, schools, wells for clean water, drainage systems, housing for vulnerable groups, evacuation routes, solar streetlamps, 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.</li> </ul>	<p>Investments in infrastructure in MedcoEnergi covers among others:</p> <ul style="list-style-type: none"> <li>Road and bridge rehabilitation or development which brings better and extended access for local communities.</li> <li>Public facilities construction or renovation for mosques, schools, wells for clean water, drainage systems, housing for vulnerable groups, evacuation routes, village libraries and public areas, sports facilities, and organic plant farming infrastructure. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.</li> </ul>	<p>Investments in infrastructure in MedcoEnergi covers among others:</p> <ul style="list-style-type: none"> <li>Road and bridge rehabilitation or development which brings better and extended access for local communities.</li> <li>Public facilities construction or renovation for mosques, schools, wells for clean water, drainage systems, housing for vulnerable groups, evacuation routes, solar streetlamps, 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.</li> </ul>



Indicators/disclosures	Type of entity and location	2018	2019	2020
9. Whether these investments and services are commercial, in-kind, or pro bono engagements (GRI 203-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020)), Power (Indonesia)	All investments in infrastructure are in-kind.		
10. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts (GRI 203-2)	Oil and gas (Indonesia), Power (Indonesia)	<p>Social Return on Investment (SROI) is a method to calculate the financial value of a program's impact. This informs decisions on the choice of programs, strategies, budgeting and scale of each program. Measuring this value is another way to communicate program benefits in a clear and consistent way. This tool also supports risk management, opportunity identification and improves the value of the programs.</p> <p>In Kampung Bilis, SROI is used by the Social Investment Indonesia Foundation (Yayasan Sahabat Investasi Indotama/YSII) to evaluate the impact of activities between 2016 and 2018 based on guidelines from the organization Social Value International.</p> <p>Based on SROI calculation, the present value of total outcome is Rp2,378,341,661, total investment is Rp858,041,148 and SROI value from 2016 to 2018 is 2.77. This means that for every investment of Rp1, the benefit over three years of the program is Rp2.77.</p>	<p>Medco Energi did not exercise nor engage independent third party to carry out Social Return on Investment (SROI) to calculate the significant indirect economic impacts in 2019.</p>	<p>In Lematang, SROI is used by the Center of Entrepreneurship, Change and Third Sector (CECT) of Trisakti University to evaluate the outcome of Honey Bee Cultivation program between 2018 and 2020 based on the Seven Principles of Social Value International.</p> <p>The benefits of the Honey Bee Cultivation program in Lematang include increased income from honey sales and lecturing opportunity at Sriwijaya University in South Sumatera. Another added value from this program is increased capacity of the honey bee farmers, development of home industry and enhanced product quality.</p> <p>Based on SROI calculation for Honey Bee Cultivation in 2020, the present value of total outcome throughout 2018-2020 is IDR 524,094,485, with a total investment of IDR 222,674,149. The SROI value from 2018 to 2020 is 2.35. This means that for every investment of IDR 1, the benefit over three years of the program is IDR 2.35.</p>
11. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas (GRI 203-2)	Oil and gas (Indonesia), Power (Indonesia)	<p>These efforts in Kampung Bilis support the realization of SDG 8 (Target 8.3), SDG 14 (Target 14.7 and 14.b) and SDG 17 (Target 17.17)</p>	Not applicable	<p>These efforts in Lematang support the realization of SDG 1 (Target 1.1), SDG 2 (Target 2.3), SDG 8 (Target 8.3) and SDG 15 (Target 15.2).</p>

## GRI 205 - Anti-corruption

Indicators/disclosures	Type of entity and location	2018		2019*		2020		
		Number	Percentage	Number	Percentage	Number	Percentage	
12. Total number and percentage of operations assessed for risks related to corruption (GRI 205-1)								
	Oil and gas (Indonesia)	6	86%	7	100%	10	100%	
	Power (Indonesia)	6	43%	6	50%	6	43%	
13. Significant risks related to corruption identified through the risk assessment (GRI 205-1)	Corporate	Corporate crime liability, procurement fraud, third party relationship, conflict of interest and licensing and permit.		Corporate crime liability, bribery to government officials, procure to pay fraud risk, conflict of interest and United States Office of Foreign Assets Control (OFAC) violations risk.				
14. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		Number	Percentage	Number	Percentage	Number	Percentage	
	Corporate	15	100%	16	100%	14	100%	
15. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		Number	Percentage	Number	Percentage	Number	Percentage	
	Oil and gas (Indonesia)	1,847	100%	1,808	100%	1,959	100%	
	Power (Indonesia)	824	100%	797	100%	784	100%	
16. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		Number	Percentage	Number	Percentage	Number	Percentage	
	Oil and gas (Indonesia)	418	100%	381	100%	461	100%	
	Power (Indonesia)	Communication to business partners were delivered through series of emails.		Communication to business partners were delivered through a series of emails and vendor audits.				
17. Total number and percentage of governance body members that have received training on anti-corruption (GRI 205-2)		Number	Percentage	Number	Percentage	Number	Percentage	
	Corporate	15	100%	9	56%	14	100%	
18. Total number and percentage of employees that have received training on anti-corruption (GRI 205-2)		Number	Percentage	Number	Percentage	Number	Percentage	
	Light education through emails sent to employees	Oil and gas (Indonesia)	1,847	100%	1,808	100%	1,959	100%
		Power (Indonesia)	824	100%	797	100%	784	100%
	Participative training in both oil and gas and power through the Statement of Adherence forms	Oil and gas (Indonesia)	1,821	99%	1,765	98%	1,941	99%
		Power (Indonesia)	797	97%	775	97%	768	98%
	Intensive training provided through classroom training	Oil and gas (Indonesia)	480	26%				
		Power (Indonesia)	327	40%				

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

## GRI 305 - Emissions

Indicators/disclosures	Type of entity and location	2018**	2019**	2020
19. Gross direct (Scope 1) GHG emissions in metric tons of CO <sub>2</sub> equivalent (GRI 305-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	1,363,672.01	1,691,760.42	1,405,607.58
	Power (Indonesia)	905,792.14	918,587.57	779,372.59

Indicators/disclosures	Type of entity and location	2018**	2019**	2020
20. Gases included in the calculation (GRI 305-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	CO <sub>2</sub> , N <sub>2</sub> O, CH <sub>4</sub>	CO <sub>2</sub> , N <sub>2</sub> O, CH <sub>4</sub> , HFCs	
	Power (Indonesia)	CO <sub>2</sub> , N <sub>2</sub> O, CH <sub>4</sub>		
21. Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent (GRI 305-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	254.43	1,670.61	1,054.89
	Power (Indonesia)	0.94	1.53	1.28
22. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	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 (Indonesia)	Source of emissions factors: - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume I 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		
23. Consolidation approach for emissions (GRI 305-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020)), Power (Indonesia)	Operational control		

Indicators/disclosures	Type of entity and location	2018**	2019**	2020
24. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	<ul style="list-style-type: none"> <li>- API Compendium 2009</li> <li>- US EPA AP-42</li> <li>- IPCC Guidelines for National Greenhouse Gas Inventories 2006</li> <li>- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004</li> <li>- ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals</li> </ul>		
	Power (Indonesia)	<ul style="list-style-type: none"> <li>- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004</li> <li>- ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals</li> <li>- Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012</li> </ul>		
25. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent (GRI 305-2)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	263.48	455.01	11,272.08
	Power (Indonesia)	53.85	49.85	56.51
26. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO <sub>2</sub> equivalent (GRI 305-2)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020)), Power (Indonesia)	Not applicable for MedcoEnergi operating countries		
27. Gases included in the calculation (GRI 305-2)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020)), Power (Indonesia)	CO <sub>2</sub>		

Indicators/disclosures	Type of entity and location	2018**	2019**	2020
28. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-2)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	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 - Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore	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 - Malaysia: The IFI Dataset of Default Grid Factors v.2.0, United Nations Framework Convention on Climate Change (UNFCCC) - Thailand: CO <sub>2</sub> 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	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 - Oman and Malaysia: The IFI Dataset of Default Grid Factors v.2.0, United Nations Framework Convention on Climate Change (UNFCCC) - Thailand: CO <sub>2</sub> 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
	Power (Indonesia)	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		
29. Consolidation approach for emissions (GRI 305-2)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020)), Power (Indonesia)	Operational control		
30. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-2)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	- 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		
	Power (Indonesia)	- 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		

Indicators/disclosures		Type of entity and location	2018**	2019**	2020
31. GHG emissions intensity ratio for the organization (GRI 305-4)	i. Scope 1	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	248.50	236.74	218.38
		Power (Indonesia)	0.55	0.56	0.53
	ii. Scope 1 + Scope 2	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	248.54	236.81	220.13
		Power (Indonesia)	0.55	0.56	0.53
32. Organization-specific metric (the denominator) chosen to calculate the ratio (GRI 305-4)		Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	tCO <sub>2</sub> e/1000 TOE HC product (TOE HC = Ton of Oil Equivalent of Hydrocarbon product, consist of oil and gas products)		
		Power (Indonesia)	tCO <sub>2</sub> e/MWH		
33. Types of GHG emissions included in the intensity ratio (GRI 305-4)		Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020)), Power (Indonesia)	- Direct (Scope 1) GHG emission sources - Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources		
34. Gases included in the calculation (GRI 305-4)		Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	CO <sub>2</sub> , N <sub>2</sub> O, CH <sub>4</sub>	CO <sub>2</sub> , N <sub>2</sub> O, CH <sub>4</sub> , HFCs	
		Power (Indonesia)	CO <sub>2</sub> , N <sub>2</sub> O, CH <sub>4</sub>		

Indicators/disclosures		Type of entity and location	2018**	2019**	2020	
35. Significant air emissions, in kilograms or multiples (GRI 305-7)	NOx (tonne/year)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	10,923.84	11,345.43	9,805.95	
		Power (Indonesia)	3,014.63	1,940.90	1,790.91	
	SOx (tonne/year)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	108.04	464.56	332.34	
		Power (Indonesia)	292.03	475.04	381.47	
	VOC (tonne/year)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	2,194.52	2,429.88	2,077.92	
		Power (Indonesia)	Not applicable			
	PM (tonne/year)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	93.01	175.36	164.37	
		Power (Indonesia)	116.64	165.45	180.10	
	36. Source of the emissions factors used (GRI 305-7)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42)			
		Power (Indonesia)	Not applicable			

Indicators/disclosures	Type of entity and location	2018**	2019**	2020
37. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-7)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018), Thailand and Malaysia (2019-2020) and Singapore (2020))	<ul style="list-style-type: none"> <li>- API Compendium 2009</li> <li>- US EPA AP-42</li> <li>- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004</li> <li>- ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals</li> <li>- 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</li> </ul>		
	Power (Indonesia)	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	

\*\*Note: GRI 305 disclosures for the year 2018 and 2019 were restated as a result of the revised emissions calculation methodology by implementing a new standardized tool in calculating the Company's air and greenhouse gas (GHG) emissions.

### GRI 307 - Environmental Compliance

Indicators/disclosures	Type of entity and location	2018	2019	2020
38. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations (GRI 307-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020)), Power (Indonesia)	During 2018-2020, there were zero incidents of non-compliance with environmental laws or regulations that resulted in material monetary fines, non-monetary sanctions, or cases brought through dispute resolution mechanisms across all operational sites.		

### GRI 401 - Employment

Indicators/disclosures	Type of entity and location	2018		2019		2020			
		Number	Percentage	Number	Percentage	Number	Percentage		
39. Total number and rate of new employee hires during the reporting period, by age group, gender and region (GRI 401-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	Age group	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 (Indonesia)	Age group	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%



Indicators/disclosures			Type of entity and location	2018		2019		2020	
Gender	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	39	1.87%	23	1.00%	15	0.67%	
	Male		149	7.14%	86	3.73%	16	0.72%	
Gender	Female	Power (Indonesia)	12	1.46%	17	2.13%	9	1.15%	
	Male		76	9.22%	94	11.79%	81	10.33%	
Region	Tunisia	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	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%	-	-	
	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%	
	Bangkanai		Not applicable		1	0.04%	-	-	
	Sampang		Not applicable		-	-	-	-	
Region	Medco Power Indonesia (Jakarta Head Office)	Power (Indonesia)	24	2.91%	30	3.76%	24	3.06%	
	Medco Power Indonesia (Singa)		-	-	-	-	-	-	
	Medco Hidro Indonesia (Jakarta)		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)		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%	-	-	

Indicators/disclosures			Type of entity and location	2018		2019		2020	
		Energi Prima Elektrika (Palembang)		-	-	3	0.38%	-	-
		Tanjung Jati B (Jebara)		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%
40. Total number and rate of employee turnover during the reporting period, by age group, gender and region (GRI 401-1)				Number	Percentage	Number	Percentage	Number	Percentage
	Age group	Under 30 years old	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	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%
	Age group	Under 30 years old	Power (Indonesia)	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	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	22	1.05%	48	2.08%	28	1.26%
		Male		89	4.26%	126	5.47%	62	2.78%
	Gender	Female	Power (Indonesia)	9	1.09%	9	1.13%	10	1.28%
		Male		57	6.92%	127	15.93%	93	11.86%
	Region	Tunisia	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	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		-	-	-	-
		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	Not applicable		1	0.04%	1	0.04%		

Indicators/disclosures		Type of entity and location	2018		2019		2020		
Region	Medco Power Indonesia (Jakarta Head Office)	Power (Indonesia)	11	1.33%	20	2.51%	12	1.53%	
	Medco Power Indonesia (Singa)		-	-	11	1.38%	-	-	
	Medco Hidro Indonesia (Jakarta)		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)		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 Elektrika (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%	

Indicators/disclosures		Type of entity and location	2018	2019	2020	
41. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation (GRI 401-2)		Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	<ol style="list-style-type: none"> <li>1. Education Refund Plan (MEI and MEPI), Employee Education Assistance (South Natuna Sea Block B)</li> <li>2. Emergency Loan (MEI and MEPI), Loan Salary Advance (South Natuna Sea Block B)</li> <li>3. Pension program - "Penghargaan atas Pengabdian" (MEI and MEPI, South Natuna Sea Block B)</li> <li>4. Service award (MEI and MEPI, South Natuna Sea Block B)</li> <li>5. Scholarship Assistance (Oman)</li> <li>6. Housing Loan Assistance (Oman)</li> <li>7. Group benefits plan, include medical, dental and life insurance (Tunisia)</li> </ol>	<ol style="list-style-type: none"> <li>1. Education/Scholarship Assistance (Oil and gas domestic, Thailand, Oman)</li> <li>2. Emergency Loan/Loan Salary Advance (Oil and gas domestic)</li> <li>3. Pension program - "Penghargaan Atas Pengabdian" (Oil and gas domestic, excluding Bangkanai and Sampang)</li> <li>4. Service Award (Oil and gas domestic)</li> <li>5. Housing Loan Assistance (Oman)</li> </ol>		
		Power (Indonesia)	<ol style="list-style-type: none"> <li>1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla)</li> <li>2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Medco Hidro Indonesia, Energi Listrik Batam)</li> <li>3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam, Dalle Energi Batam)</li> </ol>	<ol style="list-style-type: none"> <li>1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla)</li> <li>2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam)</li> <li>3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam, Dalle Energi Batam)</li> </ol>	<ol style="list-style-type: none"> <li>1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla)</li> <li>2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam)</li> <li>3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam, Dalle Energi Batam, Medco Geothermal Sarulla)</li> </ol>	
42. The definition used for 'significant locations of operation' (GRI 401-2)		Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020)), Power (Indonesia)	As stated in the list benefits above			
43. Total number of employees that were entitled to parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	366	446	430
		Male	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	1,576	1,725	1,683
	Gender	Female	Power (Indonesia)	73	80	81
		Male	Power (Indonesia)	486	525	540

Indicators/disclosures			Type of entity and location	2018	2019	2020
44. Total number of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	18	18	16
		Male		98	95	77
	Gender	Female	Power (Indonesia)	5	8	5
		Male		33	42	34
45. Total number of employees that returned to work in the reporting period after parental leave ended, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	18	18	16
		Male		98	95	77
	Gender	Female	Power (Indonesia)	5	8	5
		Male		33	42	34
46. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	14	13	18
		Male		130	93	94
	Gender	Female	Power (Indonesia)	3	5	6
		Male		51	33	38
47. Return to work rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	100%	100%	100%
		Male		100%	100%	100%
	Gender	Female	Power (Indonesia)	100%	100%	100%
		Male		100%	100%	100%
Retention rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	100%	72.22%	100%
		Male		100%	94.90%	98.95%
	Gender	Female	Power (Indonesia)	100%	100%	75.00%
		Male		100%	100%	90.48%

## GRI 403 - Occupational Health and Safety

### Indicators for the year 2018 and 2019, based on GRI 403 - Occupational Health and Safety 2016

Indicators/disclosures	Type of entity and location	2018	2019
The level at which each formal joint management-worker health and safety committee typically operates within the organization (GRI 403-1)	Oil and gas onshore assets (Indonesia)	<p><b>Rimau, South Sumatra, Lematang, Tarakan, Block A</b> HSECom (Health, Safety and Environment Committee) which consists of Board of Directors, Head of Assets, Head of Divisions and workers representative.</p> <p>Not applicable</p>	<p><b>Sampang, Bangkanai</b> The Management HSE and HSE Audit Committee consists of Country Manager (Chairman), HSE Manager (Secretary), Asset Manager, Operations Manager, HR Manager, Legal Council, employee representatives and other members designated by Chairman.</p>
	Oil and gas offshore assets (Indonesia (2018-2019), Thailand (2019))	<p><b>South Natuna Sea Block B</b> HSE Action Committee which consists of Board of Directors, Head of Assets, Head of Divisions and Workers representative.</p> <p>Not Applicable</p>	<p><b>Madura Offshore</b> The Management HSE and HSE Audit Committee consists of Country Manager (Chairman), HSE Manager (Secretary), Asset Manager, Operations Manager, HR Manager, Legal Council, employee representatives and other members designated by Chairman.</p> <p><b>Thailand</b> Health, Safety, Security and Environment (HSSE) Management Committee consists of Chairman, Secretary and employee representatives of Ophir Thailand as other members.</p>
	Power (Indonesia)	<p><b>Medco Power</b> 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. 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>	
Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees (GRI 403-1)	Oil and gas (Indonesia and Oman (2018-2019), Tunisia (2018) and Thailand (2019)), Power (Indonesia)	100%	
Types of injury for all workers and employees (GRI 403-2)	Oil and gas (Indonesia and Oman (2018-2019), Tunisia (2018) and Thailand (2019))	<ul style="list-style-type: none"> <li>• Fatality</li> <li>• Lost Time Injury</li> <li>• Restricted Work Injury</li> <li>• Medical Treatment Injury</li> </ul>	<ul style="list-style-type: none"> <li>• Fatality</li> <li>• Lost Time Injury</li> <li>• Restricted Work Injury</li> <li>• Medical Treatment Injury</li> </ul>
	Power (Indonesia)	Medical Treatment Injury	<ul style="list-style-type: none"> <li>• Fatality</li> <li>• Medical Treatment Injury</li> </ul>
Total Recordable Incident Rate (TRIR) per 1,000,000 work hours for all workers and employees (GRI 403-2)	Oil and gas (Indonesia and Oman (2018-2019), Tunisia (2018) and Thailand (2019))	0.59	0.58
	Power (Indonesia)	0.31	0.44

Indicators/disclosures	Type of entity and location	2018	2019
Occupational Disease Rate (ODR) for all workers and employees (GRI 403-2)	Oil and gas (Indonesia and Oman (2018-2019), Tunisia (2018) and Thailand (2019))	0.00	0.00
	Power (Indonesia)	0.00	0.00
Lost Time Injury Rate (LTIR) for all workers and employees (GRI 403-2)	Oil and gas (Indonesia and Oman (2018-2019), Tunisia (2018) and Thailand (2019))	0.13	0.27
	Power (Indonesia)	0.00	0.22
Work-related fatalities for all workers and employees (GRI 403-2)	Oil and gas (Indonesia and Oman (2018-2019), Tunisia (2018) and Thailand (2019))	1	1
	Power (Indonesia)	-	1
The system of rules applied in recording and reporting accident statistics (GRI 403-2)	Oil and gas (Indonesia and Oman (2018-2019), Tunisia (2018) and Thailand (2019)), Power (Indonesia)	<p><b>The injury rates are calculated as follow:</b></p> <p>Total Recordable Incident Rate (TRIR) per 1,000,000 work hours = <math>\frac{\text{number of recordable injuries}}{\text{manhour}} \times 1,000,000</math></p> <p>Occupational Disease Rate (ODR) per 1,000,000 work hours = <math>\frac{\text{number of occupational disease cases}}{\text{manhour}} \times 1,000,000</math></p> <p>Lost Time Incident Rate (LTIR) per 1,000,000 work hours = <math>\frac{\text{number of lost time cases including fatality}}{\text{manhour}} \times 1,000,000</math></p>	
	Oil and gas (Indonesia and Oman (2018-2019), Tunisia (2018) and Thailand (2019))	<p><b>Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Oman, Tunisia</b></p> <p>Safety statistics and incident data are collected from each asset according to the Incident Management Document Guideline. This system is widely used for industrial incident rate calculation and classification which complies with the Indonesian Government Regulation as stated in Decree of Mining and Oil and Gas Engineering Director regarding Accidents Documentation and Registry dated 25 October 1996, and refers to Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.</p>	<p><b>Sampang, Bangkanai and Madura Offshore</b></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 of the Republic of Indonesia Regulation Number 03/MEN/98 regarding Procedure in Reporting and Investigating Occupational Accident and Law Number 1 Year 1970 regarding Occupational Safety).</p>
		Not applicable	

Indicators/disclosures	Type of entity and location	2018	2019
			<p><b>Thailand</b> Ophir Thailand's safety statistics categorizations, recording, reporting and investigation follows the Incident Investigation &amp; Reporting Procedure, in which are in alignment with the Thai Government Regulation. Moving forward, as part of Medco organization integration, Thailand asset will align with Medco's procedure.</p>
	Power (Indonesia)	<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>	
Formal agreements (either local or global) with trade unions that cover health and safety (GRI 403-4)	Oil and gas (Indonesia (2018-2019), Thailand (2019))	<p><b>PT Medco E&amp;P Indonesia</b> Agreement at the local level (Collective Labor Agreement) for 2016-2018 and 2018-2020 covers:</p> <ul style="list-style-type: none"> <li>• Health, safety and environment</li> <li>• Personal Protective Equipment (PPE)</li> <li>• Work related accidents/incidents</li> </ul> <p><b>Medco E&amp;P Natuna Ltd.</b> Clauses which formally address health and safety, in line with the HSE Policy, have been included in Collective Labor Agreement for 2017-2018 and 2018-2020 covering:</p> <ul style="list-style-type: none"> <li>• Health, safety and environment</li> <li>• HSE Committee</li> <li>• Personal Protective Equipment (PPE)</li> <li>• Safety insurance coverage</li> <li>• Healthy working environment</li> </ul> <p><b>PT Medco Energi Internasional Tbk</b> 2017-2019 and 2019 - 2021 Collective Labour Agreement covers:</p> <ul style="list-style-type: none"> <li>• Health, Safety &amp; Environment</li> <li>• Work-related incidents</li> <li>• Health Coverage</li> </ul>	
		Not Applicable	<p><b>Medco Energi Sampang Pty Ltd.</b> Sampang established labour union only recently and is currently still complying to various health and safety topics regulated in Sampang's Company Regulations. Employees working for Madura Offshore are employed under Sampang, therefore they also comply with Sampang's Company Regulation. The HSE topics cover:</p> <ul style="list-style-type: none"> <li>• Work Protection</li> <li>• Safety</li> <li>• Work Equipment</li> <li>• Work Accident</li> <li>• Sudden Death at the Workplace</li> <li>• Funeral Assistance for the Death of Employee and Their Families</li> </ul>



Indicators/disclosures	Type of entity and location	2018	2019
			<p><b>Medco Energi West Bangkanai Ltd.</b> 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"> <li>• Safety at Work</li> <li>• Work Equipment</li> <li>• Occupational Accident Assurance</li> <li>• Death due to Occupational Accidents</li> </ul> <p><b>Medco Energi Thailand (E&amp;P) Ltd. and Medco Energi Thailand (Bualuang) Ltd.</b> Thailand organization size is not adequate to establish a labour union. Hence, there is no formal agreement. However, Thailand implemented a number of HSE policies including:</p> <ul style="list-style-type: none"> <li>• Health, Safety, Security and Environmental Policy</li> <li>• Stop Work Policy</li> <li>• Alcohol and Substance Abuse Policy</li> <li>• Climate Change Policy</li> </ul> <p>These policies, among policies of other functions, are part of new employee welcome pack and orientation.</p>
	Power (Indonesia)	<b>Medco Power</b>	<p>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"> <li>• Health, safety and environment</li> <li>• Work related incidents</li> </ul>

#### Indicators for the year 2020, based on GRI 403 - Occupational Health and Safety 2018

Indicators/disclosures	Type of entity and location	2020	
		Number	Percentage
48. For all employees: the number and rate of fatalities as a result of work-related injury (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
49. For all employees: the number and rate of high-consequence work-related injuries (excluding fatalities) (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
50. For all employees: the number and rate of recordable work-related injuries (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
51. For all employees: the main types of work-related injury (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	Not applicable	
	Power (Indonesia)	Not applicable	

Indicators/disclosures	Type of entity and location	2020	
52. For all employees: the number of hours worked (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	6,008,480	
	Power (Indonesia)	2,084,544	
53. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of fatalities as a result of work-related injury (GRI 403-9)		Number	Percentage
	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	1	0.14
54. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of high-consequence work-related injuries (excluding fatalities) (GRI 403-9)		Number	Percentage
	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
55. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of recordable work-related injuries (GRI 403-9)		Number	Percentage
	Oil and gas (Indonesia, Oman and Thailand)	7	0.46
	Power (Indonesia)	3	0.43
56. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the main types of work-related injury (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	Fracture and stung by insects	
	Power (Indonesia)	Death, laceration and fracture	
57. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number of hours worked (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	15,333,448	
	Power (Indonesia)	6,922,107	
58. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	<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 &amp; 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"> <li>• Hydrocarbon in formation: Loss of primary containment, well blow out, subsea well blow out</li> <li>• Condensate, NGL: Loss of primary containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption</li> <li>• Hydrocarbon gas: Loss of primary containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption</li> <li>• Oil and hydrocarbon gas under pressure: Personal injury, fatality, asset damage</li> <li>• In-air transport (flying): Fatality, helicopter ditching, asset damage</li> <li>• Transfer from boat to offshore platform: Personal injury, fatality, asset damage</li> <li>• Detonators: Fire explosion, fatality</li> <li>• Conventional explosive material: Fire explosion, fatality</li> <li>• Bottled gases under pressure: Fire explosion, fatality</li> <li>• Boat collision hazard to other vessels and offshore structures: Fatalities, asset damage</li> <li>• Escalation of fire</li> <li>• Methanol fire</li> <li>• Forest fire</li> <li>• Hydrocarbon gas blowby</li> </ul>	

Indicators/disclosures	Type of entity and location	2020
	Power (Indonesia)	<p>Medco Power has identified hazards related to working activities. Medco Power use Hazards Identification Risk Assessment and Determine Control (HIRADC) to summarize physical, chemical, biological and ergonomic hazard, etc. Most of physical hazard have been determined as causal factor for the recordable incident in the last 3 years. However, there is no work-related hazard pose a risk of high-consequence injury recorded in 2020. 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 MPI as follow up action and preventive for recurrence incident, such as eliminate the risk by using safer and proper equipment, install hazard or safety sign in the strategic area, provide procedure and working instruction for safe work method, provide proper PPE for all workers and conduct HSE Mandatory Training for workers.</p>
59. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	MedcoEnergi has integrated the Process Safety aspects into the Safety Card program, conducted assessments, identified the implementation plans and aligned the operational health support units. The goal is to improve the workers' hazard recognition, risk assessment, evaluation and control measure identification. To go further, MedcoEnergi also have developed the MedcoEnergi HSE and Process Safety Roadmap 2020-2024. The Roadmap is part of MedcoEnergi's HSE Management System (HSEMS), which systematically identifies, assesses, controls and monitors operational risks to Medco Energi's business, employees, contractors, stakeholders and the environment.
	Power (Indonesia)	<p>Medco Power has integrated the Health, Safety and Environmental aspects into the HSE Card program which allows worker to conduct hazards observation, report the hazards/risk and take the action. HSE card is available in manual and application in IOS and Android and all reports will be collected in web-based dashboard for further analysis and assessment by HSE team. Minor corrective actions can be taken immediately after the report is received while more complex corrective actions will be reported to relevant parties for appropriate analysis and recommendations. Referring to HIRADC in hazard management, Medco Power review the existing hazard control and if the hazards/risk value are still high then Medco Power will add additional method of control as follows:</p> <ol style="list-style-type: none"> <li>1. Elimination</li> <li>2. Substitution</li> <li>3. Isolation</li> <li>4. Procedure and Warning Sign</li> <li>5. Training and Monitoring</li> <li>6. PPE</li> </ol> <p>to reduce the hazards/risk value into the acceptance level.</p>
60. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia)	The rates of work-related injury, high-consequence injury and fatality are calculated based on 1,000,000 hours worked
61. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia)	No employees or workers have been excluded from this disclosure

Indicators/disclosures	Type of entity and location	2020
62. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia)	<p><b>The injury rates are calculated as follow:</b></p> <p>The rate of recordable work-related injuries per 1,000,000 work hours = <math>\frac{\text{number of recordable injuries}}{\text{manhour}} \times 1,000,000</math></p> <p>The rate of fatalities as a result of work-related injury per 1,000,000 work hours = <math>\frac{\text{number of fatality}}{\text{manhour}} \times 1,000,000</math></p> <p>The rate of high-consequence work-related injuries per 1,000,000 work hours = <math>\frac{\text{number of high – consequence injuries}}{\text{manhour}} \times 1,000,000</math></p>
	Oil and gas (Indonesia, Oman and Thailand)	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.
	Power (Indonesia)	Medco Power's safety statistics are calculated from subsidiaries according to incident/ accident investigation and reporting procedure (A800/C01/SOPRO10014), 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 the 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.

## GRI 405 - Diversity and Equal Opportunity

Indicators/disclosures			Type of entity and location	2018	2019	2020
63. Percentage of individuals within the organization's governance bodies (GRI 405-1)	Gender	Female	Corporate	26.67%	31.25%	21.43%
		Male		73.33%	68.75%	78.57%
	Age group	Under 30 years old	Corporate	-	-	-
		30-50 years old		26.67%	12.50%	7.14%
	Over 50 years old		73.33%	87.50%	92.86%	
64. Percentage of individuals within the organization's governance bodies (GRI 405-1)	Gender	Female	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	17.53%	19.37%	19.31%
		Male		82.47%	80.63%	80.69%
	Gender	Female	Power (Indonesia)	8.86%	10.04%	10.33%
		Male		91.14%	89.96%	89.67%
	Age group	Under 30 years old	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	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%
	Age group	Under 30 years old	Power (Indonesia)	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%

## GRI 410 - Security Practices

Indicators/disclosures	Type of entity and location	2018	2019	2020
65. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security (GRI 410-1)	Oil and gas (Indonesia)	73.70%	78.46%	79.67%
	Power (Indonesia)	97.13%	99.04%	100%
66. Whether training requirements also apply to third-party organizations providing security personnel (GRI 410-1)	Oil and gas (Indonesia), Power (Indonesia)	Human rights policies and procedures training are also applied to third party security personnel		

## GRI 412 - Human Rights Assessment

Indicators/disclosures	Type of entity and location	2018		2019***		2020	
		Number	Percentage	Number	Percentage	Number	Percentage
67. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country (GRI 412-1)	Oil and gas (Indonesia)	1	14.29%	1	14.29%	1	10%
	Power (Indonesia)	Not conducted yet					
68. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations (GRI 412-2)	Oil and gas (Indonesia)	96 hours		-	-	-	-
	Power (Indonesia)	Not conducted yet					
69. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations (GRI 412-2)	Oil and gas (Indonesia)	1.30%		-	-	-	-
	Power (Indonesia)	Not conducted yet					
70. Total number and percentage of significant investment agreements and contracts that include human rights clause or that underwent human rights screening (GRI 412-3)	Oil and gas (Indonesia)	All contracts with third parties in Indonesia have included clauses that contractor has committed to comply with applicable laws and regulations in Indonesia and 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 (Indonesia)	Not available		All contracts with third parties in Indonesia have included clauses that contractor has committed to comply with applicable laws and regulations in Indonesia and 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.			
71. The definition used for 'significant investment agreements' (GRI 412-3)	Oil and gas (Indonesia)	Not applicable					
	Power (Indonesia)						

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

## GRI 413 - Local Communities

Indicators/disclosures	Type of entity and location	2018	2019	2020
72. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs (GRI 413-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020))	100%	100%	100%
	Power (Indonesia)	90.91%	83.33%	83.33%

## GRI 415 - Public Policy

Indicators/disclosures	Type of entity and location	2018	2019	2020
73. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary (GRI 415-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020)), Power (Indonesia)	MedcoEnergi does not support political parties and make no contributions or donations to any political party or affiliated organization wherever MedcoEnergi operates.		
74. If applicable, how the monetary value of in-kind contributions was estimated (GRI 415-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020)), Power (Indonesia)	Not applicable		

## GRI 419 - Socioeconomic Compliance

Indicators/disclosures	Type of entity and location	2018	2019	2020
75. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (GRI 419-1)	Oil and gas (Indonesia and Oman (2018-2020), Tunisia (2018) and Thailand (2019-2020)), Power (Indonesia)	There were no material penalties or sanctions imposed on any of MedcoEnergi's business units for regulatory violations or compliance issues.		