

BUILDING OUR FUTURE SUSTAINABLE ENERGY AND NATURAL RESOURCES



2021 GRI Performance Data

The page numbering in this GRI Performance Data is the continuation of the last page of MedcoEnergi's 2021 Sustainability Report accessible through www.medcoenergi.com/en/subpagelist/view/36 or at www.medcoenergi.com.

GRI Performance Data

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	2019	2020	2021		
Oil & Gas	1. Oman	1. Oman	1. Oman		
	2. Block A	2. Block A	2. Block A		
	3. South Sumatra ¹	3. South Sumatra ¹	3. South Sumatra ¹		
	4. Rimau¹	4. Rimau¹	4. Rimau¹		
	5. South Natuna Sea Block B	5. South Natuna Sea Block B	5. South Natuna Sea Block B		
	6. Lematang ¹	6. Lematang¹	6. Lematang ¹		
	7. Tarakan	7. Tarakan	7. Tarakan		
	8. Madura Offshore	8. Madura Offshore	8. Madura Offshore		
	9. Sampang	9. Sampang	9. Sampang		
	10. Bangkanai	10. Bangkanai	10. Bangkanai		
	11. Bualuang Thailand	11. Bualuang Thailand	11. Bualuang Thailand		
	12. Malaysia	12. Malaysia	12. Malaysia		
	13. Jakarta Office	13. Jakarta Office	13. Jakarta Office		
			14. Singapore		
Power	1. Mitra Energi Batam²	1. Mitra Energi Batam²	1. Mitra Energi Batam²		
	2. Dalle Energi Batam²	2. Dalle Energi Batam²	2. Dalle Energi Batam²		
	3. Energi Listrik Batam²	3. Energi Listrik Batam²	3. Energi Listrik Batam²		
	4. Medco Geothermal Sarull	4. Medco Geothermal Sarulla	4. Medco Geothermal Sarulla		
	5. Tanjung Jati B	5. Tanjung Jati B	5. Tanjung Jati B		
	6. Singa	6. Bio Jathropa Indonesia³	6. Bio Jathropa Indonesia³		
	7. Bio Jathropa Indonesia ³	7. Pembangkitan Pusaka Parahiangan ⁴	7. Pembangkitan Pusaka Parahiangan⁴		
	8. Pembangkitan Pusaka Parahiangan ⁴	8. Medco Hidro Indonesia	8. Medco Hidro Indonesia		
	9. Medco Hidro Indonesia	Medco Power Indonesia Head Office	Medco Power Indonesia Head Office		
	10. Medco Power Indonesia Head Office	10. Multidaya Prima Elektrindo⁵	10. Multidaya Prima Elektrindo⁵		
	11. Multidaya Prima Elektrindo⁵	11. Energi Prima Elektrika⁵	11. Energi Prima Elektrika⁵		
	12. Energi Prima Elektrika ⁵	12. Medco Cahaya Geothermal	12. Medco Cahaya Geothermal		
	13. Medco Cahaya Geotherm	al 13. Medco Ratch Power Riau ⁶	13. Medco Ratch Power Riau ⁶		
	14. Medco Ratch Power Riau	14. Medcopower Servis Indonesia	14. Medcopower Servis Indonesia		
		15. Medco Power Solar Sumbawa	15. Medco Power Solar Sumbawa		

South Sumatra, Rimau and Lematang represent South Sumatra Region
Mitra Energi Batam, Dalle Energi Batam and Energi Listrik Batam represent Batam IPP
Bio Jathropa Indonesia represents Cibalapulang Mini Hydro
Pembangkitan Pusaka Parahiangan represent Pusaka Mini Hydro
Multidaya Prima Elektrindo and Energi Prima Elektrika represent South Sumatra IPP
Medco Ratch Power Riau represents Riau IPP

Strengthening Our Governance

GRI 205: Anti-Corruption

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	20	19¹	20	20	202	
Number	Title				Value	%	Value	%	Value	%
GRI 205-1	Anti Corruption	Operations assessed for	a. Total number and percentage	Oil & Gas Domestic	7	100%	10	100%	10	100%
		risk related to corruption	of operations assessed for risks related to corruption (based on Fraud Risk Assessment workshops that has been conducted in Indonesia).	Power	6	50%	6	43%	6	46%²
			b. Significant risks related to corruption identified through the risk assessment.		governm fraud risk States Of	ent officia k, conflict (fice of For	bility, brib Ils, procure of interest, eign Asset ations risk	to pay United s	Corporate of liability, proto pay frauconflict of i United Stat Office of Fo Assets Con (OFAC) viol risk.	cure d risk, nterest, es oreign trol
GRI 205-2	Anti Corruption	Communication and training on anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to in Indonesia (based on email communication to governance body members)	Corporate	16	100%	14	100%	14	100%
			b. Total number and percentage	Oil and Gas Domestic	1,808	100%	1,959	100%	1,889	100%
			of employees that the organization's anti-corruption policies and procedures have been communicated to in Indonesia (based on email communication to employees regarding anti-corruption policies and procedures).	Power	797	100%	784	100%	751	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.

This number is based on 13 assets because of several conditions:

- Mitra Energi Batam and Dalle Energi Batam are regarded as one entity

- Medco Hidro Indonesia's employees are transferred to Medco Power Indonesia (Jakarta Head Office) under a business consideration

GRI Standard	GRI Standard	Disclosure Title	Individual Disclosure Items	Type of Entity	20	019¹	20	020	202	1
Number	Title				Value	%	Value	%	Value	%
			c. Total number and percentage of business partners that the organization's anti-corruption	Oil and Gas Domestic	381	100%	461	100%	420	100%
			policies and procedures have been communicated to in Indonesia, broken down by type of business partner.	Power		nication to series of e			vere delivere dits.	ed
			d. Total number and percentage of governance body members that have received training on anticorruption in Indonesia.	Corporate	9	56%	14	100%	14	100%
			e. Total number and percentage of employees that have	Light Education (Oil and Gas Domestic)	1,808	100%	1,959	100%	1,889	100%
			received training on anti- corruption in Indonesia.	Light Education (Power)	797	100%	784	100%	751	100%
			 Light education through emails sent to employees 	Participative Training (Oil and Gas Domestic)	1,765	98%	1,941	99%	1,882	100%
			 Participative training in both Oil and Gas 	Participative Training (Power)	775	97%	768	98%	751	100%
			and Power through the Statement of Adherence forms	Intensive Training (Oil and Gas Domestic)	5,164²	Not Appli- cable ²	3,076²	Not Appli- cable ²	275	15%
			Intensive training provided through classroom training	Intensive Training (Power)	265²	Not Appli- cable ²	204²	Not Appli- cable ²	94	13%

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

process.

The number of participants for intensive training includes other than employees (contractors and external stakeholders) and therefore the denumerator 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	20	19¹	202	20	2021		
Humber					Value	%	Value	%	Value	%	
GRI 412-1	Human Rights Assessment	Operations that have been subject to human rights reviews	a. Total number and percentage of operations that have been subject to human rights	Oil & Gas Domestic	1	14.29%	1	10%	1	10%	
		or impact assessments	reviews or human rights impact assessments, by country (GRI 412-1).	Power			Not cond	lucted ye	t		
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	Oil & Gas Domestic		-		-	435 hours		
			or procedures concerning aspects of human rights that are relevant to operations (GRI 412-2a)	Power		Not cond	ducted yet		7 hours		
			b. Percentage of employees	Oil & Gas Domestic		-		-		7.41%	
			trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations	Power		Not cond	ducted yet			0.67%	
GRI 412-3	Human Rights Assessment	Significant investment agreement and contracts that include human rights clauses or	(GRI 412-2b). a. Total number and percentage of significant investment agreements and contracts that	Oil & Gas Domestic	included to compl	clauses ly with ap	that contra oplicable la	ctor has ows and re	onesia have committed egulations in	ich	
		that underwent human rights screening.	include human rights clauses or that underwent human rights screening.	Power	include (Corruption	Conflict o	f Interest a	nd Anti-E g the bas			
			b. The definition used for	Oil & Gas Domestic							
			'significant investment agreements.	Power			Not ap	plicable			
GRI 415: Pu	blic Policy										
GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclo	sure Items	201		202		2021		
					Value	%	Value	%	Value	%	
GRI ₽ 415-1	Public Policy	Public Policy Political contributions	 a. Total monetary valuand in-kind politica made directly and in the organisation by recipient/beneficiar 	contributions ndirectly by country and	tributions make no contributions or donations to any ectly by or affiliated organisation in any location wh			any political	party		
			b. If applicable, how the monetary value of in-kind contributions was estimated.				Not app	olicable	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.

Paving the Ground for Net Zero

GRI 302: Energy

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019	2020	2021
GRI 302-1	Energy	Energy consumption within the	a. Total fuel consumption within the	Oil & Gas	20,120,098.591	18,116,902.28²	18,379,968.36 ²
		organization	organization from non-renewable sources, in gigajoules, and including fuel types used		- Natural gas - Condensate - Gasoline - Aviation gasoline - Jet fuel (kerosene) - Diesel - Fuel oil - Crude oil	- CNG - Natural gas - Condensate - Gasoline - Aviation gasoline - Jet fuel (kerosene) - Diesel - Fuel oil - Crude oil	- CNG - Natural gas - Condensate - Gasoline - Aviation gasoline - Jet fuel (kerosene) - Diesel - Fuel oil - Crude oil
			Power	16,357,588.61 ³	13,878,520.834	15,275,315.844	
						- Gasoline - Diesel - Natural gas	5
			b. Total fuel consumption within the	Oil & Gas	16,137.63 ¹	10,045.38²	12,255.35²
			organization from renewable sources, in gigajoules, and including fuel types used		- Gasohol 91/95 E10 - Gasohol E20 - Diesel B7 - Biodiesel B20 (Biosolar B20 and PTT Hyforce) - Biodiesel B30 - Solar energy	- Gasohol 91/95 E10 - Gasohol E20 - Diesel B7 - Biodiesel B20 (Biosolar B20 and PTT Hyforce) - Biodiesel B30 - Solar energy	- Gasohol E20 - Biodiesel B20 (Biosolar B20 and PTT Hyforce) - Biodiesel B30 - Solar energy
				Power	15.73 ^{3,5}	13.13 ^{4,5}	8.88 ^{4,6}
						Biodiesel B30	

The list of assets in 2019—International: Oman, Thailand and Malaysia; Domestic: Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang and Madura Offshore.
 Additional assets for 2020 and 2021 include Jakarta Offices and Singapore Office.
 The list of assets in 2019 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include mobile generator (TM2500).
 The list of assets in 2019 and 2021. Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam.

The list of assets in 2020 and 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam.
 The list of assets in 2019 and 2020 that consumed renewable fuel: Multidaya Prima Elektrindo and Energi Prima Elektrika
 The list of assets in 2021 that consumed renewable fuel: Energi Prima Elektrika

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019	2020	2021
			c. In gigajoules, the total:				
			i. Electricity	Oil & Gas	3,143.511	92,105.91 ^{2,3,4}	154,036.80 ^{2,5}
			consumption;	Power	3,915.27 ⁶	3,661.96 ⁷	3,134.817
			ii. Heating	Oil & Gas	-	-	-
			consumption;	Power	-	-	-
			iii. Cooling	Oil & Gas	-	-	-
			consumption;	Power	-	-	-
			iv. Steam	Oil & Gas	-	-	-
			consumption	Power	-	-	-
			d. In gigajoules, the total:				
			i. Electricity sold;	Oil & Gas	-	-	-
				Power	5,867,794.02 ⁶	5,275,962.187	5,738,838.39 ^{7,8}
			ii. Heating sold;	Oil & Gas	-	-	-
				Power	-	-	-
			iii. Cooling sold;	Oil & Gas	-	-	-
				Power	-	-	-
			iv. Steam sold	Oil & Gas	-	-	-
				Power	-	-	-

¹ The list of assets in 2019 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand and Malaysia. The list of assets in 2020 and 2021 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia, Singapore Office and Jakarta Offices.

The total purchased electricity consumption for Oman only covers the energy consumed from the generation of purchased electricity in May - December 2020. The electricity consumption in January - April 2020 was not available from the provider.

²⁰²⁰ was the first year for Jakarta Offices and Oman to disclose their purchased electricity consumption, which was significantly higher compared to other assets.

²⁰²¹ was the first year for Grati Onshore Processing Facilites (OPF) in Sampang to switch its power source from natural gas generator to purchased electricity, which cause significant increase in total purchased electricity consumption figures.

The list of assets in 2019 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include

mobile generator (TMZ500).
The list of assets in 2020 and 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam.

The actual production in Energi Listrik Batam, Mitra Energi Batam and Dalle Energi Batam were the total amount of electricity produced by the engine and sold to the third-party (Indonesian State-owned Electricity Company/PLN), while in Multidaya Prima Elektrindo and Energi Prima Elektrika, the actual production contains electricity sold to third-party and internal consumption.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019	2020	2021	
			e. Total energy consumption	Oil & Gas	20,139,379.731,3	18,219,053.58 ^{2,4,5,6}	18,546,260.50 ^{2,4,7}	
			within the organization, in gigajoules	Power	10,493,725.58 ⁸	8,606,233.74 ⁹	9,539,621.14 ^{9,10}	
			f. Standards, methodologies, assumptions, and/ or calculation tools used	Oil & Gas	 American Petroleum Institute (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	The GHG Protocol for Standard from WBCS ISO 14064-1:2006 regi the organization leve greenhouse gas emis	SD and WRI 2004 arding specification v I for quantification ar	with guidance at	
			g. Source of the conversion factors used	Oil & Gas	as Internal calculation with reference to API Compendium 2009 an Intergovernmental Panel on Climate Change (IPCC) Guidelines f National Greenhouse Gas Inventories - Volume 2 2006			
				Power	Intergovernmental Pane National Greenhouse Ga			

The list of assets in 2019—International: Oman, Thailand and Malaysia; Domestic: Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang and Madura Offshore.

Additional assets for 2020 and 2021 include Jakarta Offices and Singapore Office.

Additional assets for 2020 and 2021 include Jakarta Offices and Singapore Office.
The list of assets in 2019 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand and Malaysia.
The list of assets in 2020 and 2021 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand,

Oman, Malaysia, Singapore Office and Jakarta Offices.

The total purchased electricity consumption for Oman only covers the energy consumed from the generation of purchased electricity in May - December 2020. The electricity consumption in January - April 2020 was not available from the provider.

2020 was the first year for Jakarta Offices and Oman to disclose their purchased electricity consumption, which was significantly higher compared to other

²⁰²¹ was the first year for Grati Onshore Processing Facilites (OPF) in Sampang to switch its power source from natural gas generator to purchased electricity, which cause significant increase in total purchased electricity consumption figures.

The list of assets in 2019 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include mobile generator (TM2500).

The list of assets in 2020 and 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam. The significant increases of energy consumption in 2021 is attributed to the returning electricity demand and production following the gradual relaxation of COVID-19 restrictions.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019	2020	2021
GRI 302-3	Energy	Energy Intensity	a. Energy intensity ratio for the	Oil & Gas	2.821,3	2.83 ^{2,4,5,6}	2.99 ^{2,4,7}
			organization	Power	6.43 ⁸	5.86°	5.97 ⁹
			b. Organization- specific metric	Oil & Gas	GJ	/TOE HC product	
			(the denominator) chosen to calculate the ratio	Power		GJ/MWh	
			c. Types of energy included in the intensity	Oil & Gas			
			ratio; whether fuel, electricity, heating, cooling, steam, or all	Power	Fuel (renewable ar	el (renewable and non-renewable) and electr	
			d. Whether the ratio uses energy consumption	Oil & Gas			
			within the organization, outside of it, or both	Power	With	in the organization	1

assets.

mobile generator (TM2500).

The list of assets in 2019—International: Oman, Thailand and Malaysia; Domestic: Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang and Madura Offshore
Additional assets for 2020 and 2021 include Jakarta Offices and Singapore Office.
The list of assets in 2019—International offshore
Additional assets for 2020 and 2021 include Jakarta Offices and Singapore Office.
The list of assets in 2019 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand and Malaysia.

The list of assets in 2020 and 2021 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia, Singapore Office and Jakarta Offices.

The total purchased electricity consumption for Oman only covers the energy consumed from the generation of purchased electricity in May - December 2020. The electricity consumption in January - April 2020 was not available from the provider.

2020 was the first year for Jakarta Offices and Oman to disclose their purchased electricity consumption, which was significantly higher compared to other

assets.

2021 was the first year for Crati Onshore Processing Facilites (OPF) in Sampang to switch its power source from natural gas generator to purchased electricity, which cause significant increase in total purchased electricity consumption figures.

The list of assets in 2019 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include

GRI 305: Emissions

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019	2020	2021				
GRI 305-1	Emissions	Direct (Scope 1) GHG emissions	a. <u>Gross direct</u> (<u>Scope 1</u>) <u>GHG</u> <u>emissions</u> in	Oil & Gas	1,691,760.421	1,405,607.58²	1,421,495.32²				
			metric tons of CO, equivalent	Power	918,587.57³	779,372.594	857,807.80 ^{4,5}				
			b. Gases included	Oil & Gas	C	O ₂ , CH ₄ , N ₂ O, HFCs					
			in the calculation	Power		CO ₂ , CH ₄ , N ₂ O					
			c. <u>Biogenic CO</u> ₂ emissions in	Oil & Gas	1,670.611	1,054.89 ²	1,577.092				
			metric tons of CO ₂ equivalent	Power	1.53³	1.284	0.864				
			d. <u>Base year</u> 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 factor Internal calculation with Institute (API) Compendi Protection Agency Air Polintergovernmental Panel National Greenhouse Gas Source of GWP rates: IPCC Fourth Assessment	reference to American um 2009, United States Illutant-42 (US EPA AP I on Climate Change (IP s Inventories - Volume 2	s Environmental 42) and PCC) Guidelines for				
				Power	Greenhouse Gas Emiss - Intergovernmental Pan	rs: mplementation Guidand ions Inventory Book II - \ iel on Climate Change (II ias Inventories - Volume	/olume 1 Year 2012 PCC) Guidelines for				
					Source of GWP rates: IPCC Fourth Assessment I	Report					
			f. Consolidation	Oil & Gas		• * * *					
			approach for emissions	Power	- 0	perational control					
			-	_	_	emissions g. Standards, methodologic assumptions, and/or	methodologies, assumptions, and/or calculation tools	Oil & Gas	Standard from WBCSI - ISO 14064-1:2006 regai	ntional Greenhouse Gas Corporate Accounting a D and WRI 2004 rding specification with for quantification and r	and Reporting
				Power	Standard from WBCSI - ISO 14064-1:2006 regal the organization level greenhouse gas emiss - Republic of Indonesia	rding specification with for quantification and r	guidance at eporting of				

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The list of assets in 2019—International: Oman, Thailand and Malaysia; Domestic: Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang and Madura Offshore

Additional assets for 2020 and 2021 include Jakarta Offices and Singapore Office.

The list of assets in 2019 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include mobile generator (TM2500).

The list of assets in 2020 and 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include mobile generator (TM2500).

The list of assets in 2020 and 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include mobile generator (TM2500).

The significant increases of total Scope 1 GHG Emission in 2021 is attributed to the returning electricity demand and production following the gradual relaxation of COVID-19 restrictions.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019	2020	2021				
GRI 305-2	Emissions	Energy indirect (Scope	a. Gross location- based <u>energy</u> <u>indirect (Scope 2)</u>	Oil & Gas	455.011	11,272.08 ^{2,3,4}	16,368.62 ^{2,5}				
		2) GHG emissions	<u>GHG emissions</u> in metric tons of <u>CO</u> 2 equivalent	Power	49.85 ⁶	56.51 ⁶	818.53 ^{7,8}				
			b. If applicable, gross market- based energy indirect (Scope 2)	Oil & Gas	Not applicable	a for Madaa En argi an ar	ating accupting				
			GHG emissions in metric tons of CO ₂ equivalent	Power	иот аррисаріє	e for MedcoEnergi oper	ating countries				
			c. If available, the gases included in the calculation;	Oil & Gas	_	CO ₂					
			whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	Power		CO ₂					
						d. <u>Base year</u> for the	calculation,	if applicable, including:			
								i. the rationale for choosing it		Not applical	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		
			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: Indonesia: GHG Emissions Factor of Electricity System Year 2018, Directorate General of Electricity, 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 ₂ Emissions per kWh, Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore	Source of emissions factors: Indonesia: GHG Emissions Factor of Electricity System Year 2018, Directorate General of Electricity, 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 ₂ Emissions per kWh, Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand: Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of	Source of emissions factors: Indonesia: GHG Emissions Factor of Electricity System Year 2019, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia Oman and Malaysia: The IFI Dataset of Default Grid Factors v.3.0, United Nations Framework Convention on Climate Change (UNFCCC) Thailand: CO ₂ Emissions per kWh, Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of				

The list of assets in 2019 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand and Malaysia.

The list of assets in 2020 and 2021 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia, Singapore Office and Jakarta Offices.

The total purchased electricity consumption for Oman only covers the energy consumed from the generation of purchased electricity in May - December 2020. The electricity consumption in January - April 2020 was not available from the provider.

2020 was the first year for Jakarta Offices and Oman to disclose their purchased electricity consumption, which was significantly higher compared to other assets.

2021 was the first year for Crati Onshore Processing Facilities (OPF) in Sampang to switch its power source from natural gas generator to purchased electricity, which cause significant increase in total purchased electricity consumption figures.

The list of assets in 2019 and 2020 that generated Scope 2 GHG emissions consist of Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam.

The total Scope 2 GHG emissions in 2021 includes imported electricity in Energi Listrik Batam, Mitra Energi Batam and Dalle Energi Batam which were directly imported from PLN Grid. The imported electricity were mainly used for asset's operational when there was an engine shutdown/breakdown.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019	2020	2021		
				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 General of Electricity System of Electricity Sys				
			f. Consolidation approach for emissions	Oil & Gas Power	_	Operational control			
			g. Standards, methodologies, assumptions, and/ or calculation tools used	Oil & Gas	API Compendium 2009 The GHG Protocol for Corporate Accounting and Reporting Star 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	Standard from WB - ISO 14064-1:2006 re the organization lev	or Corporate Accounti CSD and WRI 2004 garding specification /el for quantification a nissions and removals	with guidance at		
GRI 305-4	Emissions	GHG emissions intensity	a. GHG emissions in	tensity ratio	for the organization				
			i. Scope 1	Oil & Gas	236.741	218.38²	228.93²		
				Power	0.568	0.53 ⁹	0.549		
			ii. Scope 1 + Scope 2	Oil & Gas	236.81 ^{1,3}	220.13 ^{2,4,5,6}	231.56 ^{2,4,7}		
				Power	0.568	0.539	0.549		
			b. Organization- specific metric (the	Oil & Gas	tCo	D ₂ e/1000 TOE HC prod	uct		
			denominator) chosen to calculate the ratio	Power		tCO ₂ e/MWh			
			c. Types of GHG emissions included in the intensity ratio;	Oil & Gas	- Direct (Scope 1) GHG emission sources - Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources				
			whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Power			2) GHG emission		
			d. Gases included in the calculation;	Oil & Gas					
			whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	Power		CO ₂ , CH ₄ , N ₂ O			

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The list of assets in 2019 — International: Oman, Thailand and Malaysia; Domestic: Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang and Madura Offshore

Block B, Bangkanai, Sampang and Madura Offshore
Additional assets for 2020 and 2021 include Jakarta Offices and Singapore Office.
The list of assets in 2019 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand and Malaysia.
The list of assets in 2020 and 2021 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia, Singapore Office and Jakarta Offices.
The total purchased electricity consumption for Oman only covers the energy consumed from the generation of purchased electricity in May - December 2020. The electricity consumption in January - April 2020 was not available from the provider.
2020 was the first year for Jakarta Offices and Oman to disclose their purchased electricity consumption, which was significantly higher compared to other assets

assets.

assets.
 2021 was the first year for Grati Onshore Processing Facilites (OPF) in Sampang to switch its power source from natural gas generator to purchased electricity, which cause significant increase in total purchased electricity consumption figures.
 The list of assets in 2019 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo. Mitra Energi Batam and Dalle Energi Batam include mobile generator (TM2500).

⁹ The list of assets in 2020 and 2021 — 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	2019	2020	2021			
GRI 305-7	Emissions	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	a. Significant air em following:	nissions, in ki	lograms or multiples, for e	each of the				
			i. NOx (tonne/	Oil & Gas	11,345.431	9,805.95 ²	3,877.142			
			year)	Power	1,940.904	1,790.914	2,973.26 ^{3,4}			
			ii. SOx (tonne/	Oil & Gas	464.56 ¹	332.34 ²	331.93 ²			
			year)	Power	475.04 ⁴	381.474	414.764			
			iii. Persistent	Oil & Gas						
			organic pollutants (POP)	Power	-	Not applicable				
			iv. Volatile organic	Oil & Gas	2,429.881	2,077.92 ²	1,512.732			
			compounds (VOC, tonne/ year)	Power		Not applicable				
			v. Hazardous	Oil & Gas	_					
			air pollutants (HAP)	Power		Not applicable				
			vi. Particulate	Oil & Gas	175.36 ¹	164.37²	158.22²			
			matter (PM, tonne/year)	Power	165.454	180.104	216.504			
			vii.Other standard categories of	Oil & Gas	_					
			air emissions identified in relevant regulations	Power		Not available				
			b. Source of the emissions factors used	Oil & Gas	Internal calculation with Institute (API) Compend Environmental Protection 42)	lium 2009 and United	d States			
				Power		Not applicable				
			c. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	Standard from WBCS - ISO 14064-1:2006 regathe organization leve greenhouse gas emis - Minister of Environman Regulation Number 1					
				Power	Indonesia Regulation N	Minister of Environment and Forestry of the Republic of Indonesia Regulation Number 15 Year 2019 regarding Emissi Quality Standards for Thermal Power Plants				

The list of assets in 2019—International: Oman, Thailand and Malaysia; Domestic: Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang and Madura Offshore
 Additional assets for 2020 and 2021 include Jakarta Offices and Singapore Office.
 The significant increases of air emission values are due to increasing operational activities in 2021 and the higher result of air emissions assessment as conducted by the third party assessor.
 The list of assets included — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam and Dalle Energi Batam.

Creating Opportunities for Communities

GRI 203: Indirect Economic Impacts

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2019	2020	2021
GRI 203-1	Indirect Economic Impacts	Infrastructure Investments and services provided	 a. Extent of development of <u>significant</u> infrastructure investments and <u>services</u> <u>supported</u> 	Information provi	ded on the Investmen table on page 89	ts in infrastructure
			b. Current or expected impacts on communities and local economies, including positive and negative impacts when relevant	Investments in infrastructure in MedcoEnergi covers among others: Road and bridge rehabilitation or development which brings better and extended access for local communities. Public facilities construction or renovation for mosques, schools, 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.	Investments in infrastructure in MedcoEnergi covers among others: - Road and bridge rehabilitation or development which brings better and extended access for local communities Public facilities construction or renovation for mosques, schools, parks, solar street lamps, water wells, housing for vulnerable groups, sports facilities and vehicle support. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.
			c. Whether these investments and services are commercial, in kind, or pro bono engagement	- All investm	nents in infrastructure	are in-kind.

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GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2019	2020	2021
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	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 in 2020 Sustainability Report on page 48-49.	Information on the Social Return on Investment (SROI) Report result in South Natuna Sea Block B on Digital-based Smart School Program to support the distance learning activities in 4 schools in Anambas Regency in 2021 is provided in this Report page 97.
			b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas	Information on the associated UN Sustainable Development Goals is 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.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in Chapter 8 - Creating Opportunity for Communities page 97.

Investments in Infrastructure¹ (GRI 203-1)

No.	Operations	2019	US\$	2020	US\$	2021	US\$
1	Oman	-			-	There were no infrastructure investment programs in Oman	
2	Block A	Mosque renovation Educational facilities rehabilitation House construction for vulnerable group Clean water well drilling Social & public facilities rehabilitation	56,138 ·	Bridge rehabilitation Road rehabilitation School facilities renovation Health facilities renovation & support	32,048	 Mosque renovation & facilities support School facility renovation & support Road & bridge rehabilitation Sport facility rehabilitation Public facility renovation & support Village Street Lighting Assistance Recitation Hall Housing construction for vulnerable group Community activity facility support Drilling water-well for farming program 	388,331
3	South Sumatra	Mosque renovation Village road rehabilitation Clean water well drilling Public and social facilities rehabilitation Ambulance unit for community Health Centre	75,107	renovation Mosque renovation Village road rehabilitation Bridge rehabilitation	95,561	 Road rehabilitation Mosque renovation School facilities Sport facility rehabilitation & support Water well drilling Garbage warehouse Village production house & parking area rehabilitation Job Training Hall (Balai Latihan Kerja) Musi Banyuasin Renovation Public & social facility renovation Environment vehicles support 	104,019

These investments are for 100% participating interest

No.	Operations	2019	US\$	2020	US\$	2021	US\$
4	Rimau	Village road rehabilitation Mosque renovation School facilities renovation Public facility renovation	20,426	Village road rehabilitation School facilities renovation Clean water facility Public facility rehabilitation House construction for vulnerable group Village park Bidar boat	46,486	Road & bridge rehabilitation Tunnel Rehabilitation Mosque renovation School facilities Sport facility rehabilitation Clean water well Public & social facility renovation	17,142
5	South Natuna Sea Block B	Social & public facilities support (Batu Lepe public park, Bunderan Dompak park, Migas park, etc) Sports facility support (football tribune) Village access & facility development Electricity for community in Riau Islands	203,861	Social & public facilities support (playground, tourism) Public Road Solar Lighting (Penerangan Jalan Umum Tenaga Surya/PJUTS) Electricity for community in Riau Islands Marine environment conservation Boat support for COVID-19 response Hospital beds support	178,576	Dompak Public Park Geopark Natuna Electricity program (PJUTS) Distance Learning Infrastructure	113,219
6		 Village road rehabilitation Mosque renovation School facilities support Village health post facility support Social & public facilities rehabilitation 		Public facilities rehabilitation Clean water facility Mosque renovation Sport facility rehabilitation Village road bridge rehabilitation School facility rehabilitation	15,426	Road and bridge rehabilitation Mosque renovation & Support School facilities Water well drilling Public & social facility renovation & support	46,532
7	Tarakan	Social and public facilities support	4,614	 Village road rehabilitation Walk-way construction Public & social facility rehabilitation 	3,231	Road rehabilitation Mosque renovation Children park construction Learning Center facility improvement Desa Proklim (Program Kampung Iklim) facility support	5,540
8		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	School building construction Village road rehabilitation Clean water facilities construction	195,000	 Road & bridge rehabilitation School Construction 	203,368

No.	Operations	2019	US\$	2020	US\$	2021	US\$
9	Madura Offshore	Village road asphalting Construction of a concrete rebate road Public facility construction Supporting fisherman equipment Village road plots	39,285	Village road rehabilitation School facilities construction Rescuer vehicles (Mobil Siaga Desa) Three-wheeled motorbikes for youth empowerment activities	59,078	Road rehabilitation School facilities renovation & support Sport facilities support Public facilities renovation Mosque facilities rehabilitation Rescuer vehicles (Mobil Siaga Desa)	65,074
10	Sampang	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	Village road rehabilitation Public toilets construction Clean water drilling Mosque renovation Public facilities rehabilitation City park construction	71,501	Road & bridge rehabilitation Street lighting installation Security post construction Public toilet construction City park construction Well drilling for irrigation	66,467
11	Bualuang Thailand	 Support to Koh Tao Island playground Support to learning center renovation 	7,672		-	 Public facilities for selling food product Blue Crab Bank building 	4,389
	Subtotal Oil & Gas	Total	733,754	Total	696,907	Total	1,014,081
1	Power	Road improvement Mosque and church renovation Bridge renovation Irrigation system renovation	31,932	Road improvement Bridge renovation School renovation	58,085	Road improvement Public facilities support	17,869
	Subtotal Power	Total	31,932	Total	58,085	Total	17,869

GRI 413: Local Communities

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2019	2020	2021
GRI 413-1	Local Communities	Operations with local community engagement, impact assessments, and development programs¹	a. Percentage of operations with implemented local community engagement, impact assessments and/ or development programs, including the use of: i. Social impact assessments, including gender impact assessments, based on participatory processes; ii. Environmental impact assessments and ongoing monitoring; iii. Public disclosure of results of environmental and social impact assessments; iv. Local community development programs based on local communities' needs; v. Stakeholder engagement plans based on stakeholder mapping; vi. Broad-based local community consultation committees and processes that include vulnerable groups; vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. Formal local community grievance processes.		Oil & Gas: 100% Power: 83.33%	Oil & Gas: 100% Power: 91.67%

Sustainable Livelihood & Community Development² (GRI 413-1)

No.	Operations	2019	US\$	2020	US\$	2021	US\$
1	Oman	Miscellaneous Programs	501 -		-	-	-
2	Block A	Organic farming Honey bee cultivation Entrepreneurship training (sewing & patchouli plant) Community learning center Social need assessment	147,058	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	Learning center program Village learning center facilities support Sewing program facilities Students scholarship Program facilitator Organic farming program (training & mentoring) Horticulture program (training & mentoring) Cassava cultivation program Catfish farming program	113,470

The operations included in the calculations are all MedcoEnergi operations excluding Jakarta Head Office, Medco Power Solar Indonesia (MPSI), Malaysia and Singapore. 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.
 These investments are for 100% participating interest.

No.	Operations	2019	US\$	2020	US\$	2021	US\$
3	South Sumatra	Students capacity building Health program: mass circumcision (voluntary), 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		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	Duck farming program Organic vegetable & herb medicine program SME Program Fish Farming Program (Lebak Lebung) Social Impact Study	19,305
4	Rimau	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 for new paddy field Waste management to support herbs empowerment program		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	Gambo-based jumputan development program Gatfish program Moringa cultivation program Mechanical training Job training progam (Kab. Musi Banyuasin joint program) Lebak Lebung - based community program	24,577

No.	Operations	2019	US\$	2020	US\$	2021	US\$
5	South Natuna Sea Block B	School-based environment mentoring (Adiwiyata program) University students scholarship Village management capacity building in Palmatak District (I5 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 (rumpon) Refill water depot business support for Islamic boarding school		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	Grouper farming program Environment based School (Sekolah Adiwiyata) Scholarship Program Teacher Training Students Scientific Paper Village Management Capacity Building Coral reef transplant	63,083
6	Lematang	Organic farming Cooking class Make-up & hair training class Small Medium Enterprise (SME) development Dairy goat program Teacher training Waste management and biodiversity		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	Social Mapping & SROI Study Stunting Prevention Program Forest area conservation and fire prevention training Environmental program support	23,512
7	Tarakan	Strengthening of agribusiness based on organic farming program Organic farming class for students Sekolah Alam activities Mobile library activities	44,698		34,612	Mobile library activities E-commerce program (SME Program) Organic agribussiness program	26,613
8	Bangkanai	Madrasah teacher assistance and madrasah yard cementing program in Muara Pari Village		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	Chicken and ginger farming Swiftlet farming Fishpond nursery Honey bee farming	67,349

No.	Operations	2019	US\$	2020	US\$	2021	US\$
9	Madura Offshore	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	Capacity building Monitoring and mentoring CSR program implementation Community library support (Taman Baca) Integrated healthcare center (pos pelayanan terpadu/posyandu) Education facilities support and cadres capacity building Fisherman group equipment support Carpentry group equipment support Agriculture group equipment support Woman empowerment program	64,133	Capacity Building MSME Program Fishermen equipment support Screen printing training for youth group Fish cracker production support Carpenter equipment support Salt-farmer program support Organic fertilizer training Helon farmer training Farming equipment support Youth Program Support Woman group activity support Environment program	66,579
10	Sampang	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	Monitoring and mentoring CSR program implementation Fishermen group equipment support Youth program Women empowerment program Community activities Equipment support	75,742	Equipment assistance for fishermen Carpentry equipment assistance SME of tailor institution establishment Catering unit business establishment Acacia seed planting	83,912
11	Bualuang Thailand	Support on education, environment, community, and others	26,699	Food for Sustainable Lives (FSL) project Natural food container project Craft paper from pluping of palm bunch project	22,411	Community well being program	34,409
	Subtotal Oil & Gas	Total	712,012	Total	624,172	Total	522,810
1	Power			 Catfish cultivation training Women entrepreneur small enterprise 	1,181	· Support on small enterprise	1,477
	Subtotal Power	Total	-	Total	1,181	Total	1,477

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

No.	Operations	2019	US\$	2020	US\$	2021	US\$
1	Oman	Miscellaneous Programs	10,496	Miscellaneous Programs	6,495	Miscellaneous programs	2,598
2	Block A	Students capacity building support Health counselling for pregnant women/ toddler/ elderly Fire victims support	14,511	COVID-19 handling support Health support (counselling, medicines & wheel chairs) Flood handling support	54,657	Health program (counselling, service & food assistance) COVID-19 handling support	179,616
3	South Sumatra	Religious and cultural activities support Education support program (Sahabat Mengajar) Health program: healthy food for eldest & vulnerable groups, health facilities supplies, sports facilities support Environmental activities program support National disaster victims support Economic development program for operational funding of early childhood education program (PAUD) School facilities support & students support	35,805	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 (Musrenbang)	21,077	Medical supplies assistance COVID-19 handling support Healthy life socialization Forest fire management support National disaster relief Community activities support Trash can support	10,270
4	Rimau	Support school facilities and equipment Health education program (sport, health counselling, voluntary circumcision) Literacy activities through storytelling and book review competitions Support education program (Sahabat Mengajar) Natural disaster victims support Environmental Day participation Public facilities support Students transportation support	39,112	Education support (Sahabat Mengajar) Health support (counselling and sport) COVID-19 handling support Forest fire prevention support Religious program support National disaster support	25,236	COVID-19 handling support Transportation support for students Youth activity support Vulnerable support Parenting socialization Recital program support Literacy program and book donation Sport equipment support Trash container support National disaster relief	16,573
5	Lematang	Community sport program Health program Counselling, blood donors) National disaster victims support Safety riding socialization program for students Schoolextracurricular program support Ramadhan program support Medco teaching program (Sahabat Mengajar)	25,443	Medical equipment support Sport equipment support Health support through joint sport activites COVID-19 handling program support	5,992	COVID-19 handling support National disaster relief Webinar on parenting	6,624

 $^{^{\}rm 1}$ $\,$ These investments are for 100% participating interest.

No.	Operations	2019	US\$	2020	US\$	2021	US\$
6	Tarakan	Health program (healthy living socialization & sport program) Education program support Public facilities support	4,668	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	· COVID-19 handling support	3,774
7	South Natuna Sea Block B	National disaster victims support	1,331	 Social assistance for disaster management COVID-19 handling support 	50,388	National disaster relief Book donation	16,728
8	Bangkanai	Disaster aidSocial mapping	20,971	 Natural disaster assistance 	7,904	 Forest fire prevention socialization Support to fire incident Support on communities in flooding area 	9,079
9	Madura Offshore	Procurement of community activities equipment: public facility for cultural event equipment	13,054	Community activities equipment support	9,518	COVID-19 handling support Humanity Relief Religious activity facilities support	20,702
10	Sampang	Procurement of community activities equipment: traffic signs, public facility for cultural event equipment Environmental program: supply diving equipment Health program: health care equipment	4,589	Medical equipment support for Integrated healthcare centre (pos pelayanan terpadu/ posyandu) Health counselling	11,546	Support equipment for community activities COVID-19 handling support Food assistance for community Humanity Relief	23,732
11	Bualuang Thailand	Support on education, environment, community, and others	173,103	Support on education, environment, community, and others	116,673	Support on hygiene & sanitation, environment, community, and others COVID-19 handling support	94,093
	Subtotal Oil & Gas	Total	343,083	Total	317,055	Total	383,789

No.	Operations	2019	US\$	2020	US\$	2021	US\$
	Power	Disaster victim donation Support on religious event Support on village community event Support on health, education, and cultural activities	66,830	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 facilities, public roads, school, statue rehabilitation, irrigation system Blood donation Staple food support to orphanage	60,033	Public facilities support Donation to orphanage Supplement support for COVID-19 mitigation	41,966
	Subtotal Power	Total	66,830	Total	60,033	Total	41,966

GRI 410: Security Practices

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019	2020	2021
GRI 410-1	Security Practices	Security personnel trained in human rights policies or procedures	a. Percentage of security personnel who have received formal training in the	Oil & Gas	78.46%	79.67%	98.43%
			organization's human rights policies or specific procedures and their application to security	Power	99.04%	100%	100.%
			b. Whether training requirements also apply to third-party	Oil & Gas	Human rights policies an	nd procedures trair	ning is also applied to
			organizations providing security personnel	Power	third-party security perso	onnel	

Embracing Challenges, Creating Opportunities for the People

GRI 102: General Disclosures

GRI Standard Number	GRI Standard Title	Disclosure Title	Indiv	ridual Disclosur	e Items	Entities	2019	2020	2021
102-8	General Disclosure	Information on employees and other workers ¹	<u>employm</u>	nber of <u>employed</u> ent contract (pe y), by gender.					
		Gender	Oil & Gas	Permanent	Female		440	427	419
					Male		1,781	1,752	1,706
				Temporary	Female		6	3	:
					Male		76	45	4.
			Power	Permanent	Female		67	70	82
					Male		549	560	586
				Temporary	Female		13	11	1:
					Male		168	143	7
		Region	employm	nber of employed ent contract (pe y), by region.		International			
						Oman	191	185	180
						Thailand (Bangkok Office)	69	45	4
						Thailand (Bualuang)	28	38	3
						Singapore	Not Applicable	Not Applicable	1
						Domestic			
						Block A	150	153	15
						South Sumatra	194	181	158
						Rimau	101	97	10:
						South Natuna Sea Block B	414	338	32:
						Lematang	28	27	2
						Tarakan	29	29	2'
						Jakarta Office	1,042	1,077	1,040
						Bangkanai	42	42	40
						Sampang ²	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.
 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	2019	2020	2021
			Power	Medco Power Indonesia (Jakarta Head Office)	82	99	109
				Medco Power Indonesia (Singa) ¹	-	-	-
				Medco Hidro Indonesia (Jakarta) ²	3	-	-
				Pembangkitan Pusaka Parahiangan (Cianjur)	24	22	23
				Bio Jathropa Indonesia (Cianjur)	20	19	19
				Medco Cahaya Geothermal (Jakarta)	11	11	14
				Mitra Energi Batam & Dalle Energi Batam (Batam) ³	165	130	74
				Energi Listrik Batam (Batam)	46	46	48
				Multidaya Prima Elektrindo (Palembang)	23	21	22
				Energi Prima Elektrika (Palembang)	24	24	23
				Tanjung Jati B (Jepara)	268	250	239
				Medco Geothermal Sarulla (Tapanuli Selatan)	105	101	105
				Medcopower Servis Indonesia (Pekanbaru)	Not Applicable	36	44
				Medco Power Solar Sumbawa (Sumbawa)	Not Applicable	4	8
				Medco Ratch Power Riau (Jakarta Head Office)	26	21	23

The company has been temporarily freeze since 2019. All employees were transferred to either Multidaya Prima Elektrindo or Energi Prima Elektrika due to contract termination with the previous client.
 Under a business consideration, all employees were transferred to Medco Power Indonesia (Jakarta Head Office).
 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	Indiv	idual Disclosu	re Items	Entities	2019	2020	2021
				nber of employe ent type (full-ti gender.					
			Oil & Gas	Full-time	Female		446	430	421
					Male		1,857	1,797	1,749
				Part-time	Female		-	-	-
					Male		-	-	-
			Power	Full-time	Female		80	81	94
					Male		717	703	657
				Part-time	Female		-	-	-
					Male		-	-	-
			applicable and scale	s who are not e e, a description of work perforr not employees.			Project based Drilling and E Procurement (EPC)	Engineering,	
			Power				Project based Engineering, Construction	Procuremen	
			numbers 102-8-a, 10 seasonal	ricant variation reported in Dis 02-8-b, and 102- variations in the ral industries).	sclosures -8-c (such as				
			Oil & Gas						
			Power				Not applicable		
			have bee	nation of how the n compiled, incoms made.					
			Oil & Gas				—— The data have been compiled fror database and manual compilatio		
			Power						

GRI 401: Employment

GRI Standard	GRI Standard		losure itle	Individual Disclosure	Entities	201	19	202	0	202	1
Number	Title			Items		Total	%	Total	%	Total	%
401-1	Employment	New em hires and employe turnover	d ee	new <u>emp</u>	nber and rate of <u>oloyee</u> hires during ting period:						
		Age Group	Oil & Gas	Under 30 years old		21	0.91%	13	0.58%	10	0.46%
				30-50 years old		81	3.52%	14	0.63%	19	0.88%
				Over 50 years old		7	0.30%	4	0.18%	1	0.059
			Power	Under 30 years old		50	6.27%	58	7.40%	30	3.99%
				30-50 years old		53	6.65%	27	3.44%	21	2.809
			Over 50 years old		8	1.00%	5	0.64%	2	0.279	
		Gender		Female		23	1.00%	15	0.67%	10	0.46
			Gas	Male		86	3.73%	16	0.72%	20	0.92
			Power	Female		17	2.13%	9	1.15%	12	1.60
				Male		94	11.79%	81	10.33%	41	5.46
		Region	Oil & Gas		International						
					Oman	14	0.61%	3	0.13%	6	0.28
					Thailand (Bangkok Office)	11	0.48%	2	0.09%	4	0.18
					Thailand (Bualuang)	2	0.09%	-	-	1	0.05
					Singapore		Not app	olicable		-	
					Domestic						
					Block A	9	0.39%	2	0.09%	10	0.46
					South Sumatra	2	0.09%	-	-	-	
					Rimau	2	0.09%	-	-	-	
					South Natuna Sea Block B	-	-	-	-	-	
					Lematang	1	0.04%	-	-	-	
					Tarakan	-	-	-	-	-	
					Jakarta Office	67	2.91%	24	1.08%	9	0.41
					Bangkanai	1	0.04%	-	-	-	
					Sampang ²	-	-	-	-	-	
			Power		Medco Power Indonesia (Jakarta Head Office)	30	3.76%	24	3.06%	16	2.13
					Medco Power Indonesia (Singa) ³	-	-	-	-	-	
					Medco Hidro Indonesia (Jakarta) ⁴	1	0.13%	-	-	-	

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There was a parameter change in the calculation of new employee hires and employee turnover in 2020 and 2021, which was the exclusion of employee movements across assets of each entity.

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

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

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

GRI Standard	GRI Standard	Disclosure Title	Individual Disclosure	Entities	201	9	202	0	202	1
Number	Title		Items		Total	%	Total	%	Total	%
				Pembangkitan Pusaka Parahiangan (Cianjur)	4	0.50%	-	-	2	0.27%
				Bio Jathropa Indonesia (Cianjur)	-	-	1	0.13%	-	-
				Medco Cahaya Geothermal (Jakarta)	5	0.63%	1	0.13%	5	0.67%
				Mitra Energi Batam & Dalle Energi Batam (Batam)¹	5	0.63%	28	3.57%	7	0.13%
				Energi Listrik Batam (Batam)	4	0.50%	4	0.51%	2	0.27%
				Multidaya Prima Elektrindo (Palembang)	3	0.38%	-	-	1	0.13%
				Energi Prima Elektrika (Palembang)	3	0.38%	-	-	-	-
				Tanjung Jati B (Jepara)	30	3.76%	9	1.15%	6	0.80%
				Medco Geothermal Sarulla (Tapanuli Selatan)	8	1.00%	2	0.26%	7	0.93%
				Medcopower Servis Indonesia (Pekanbaru)	Not ap	plicable	17	2.17%	7	0.93%
				Medco Power Solar Sumbawa (Sumbawa)	Not ap	plicable	2	0.26%	3	0.40%
				Medco Ratch Power Riau (Jakarta Head Office)	18	2.26%	2	0.26%	3	0.40%

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

GRI Standard Number	GRI Standard Title		losure itle	Individual Disclosure Items	Entities	20	19	202	20	202	n
Number	ıitie			items		Total	%	Total	%	Total	%
401-1	Employment	New em hires and employe turnover	d ee		ber and rate of <u>urnover</u> during the eriod:						
		Age Group	Oil & Gas	Under 30 years old		10	0.43%	5	0.22%	4	0.18%
				30-50 years old		111	4.82%	41	1.84%	41	1.89%
				Over 50 years old		53	2.30%	44	1.98%	50	2.30%
			Power	Under 30 years old		70	8.78%	50	6.38%	55	7.32%
				30-50 years old		55	6.90%	44	5.61%	28	3.73%
				Over 50 years old		11	1.38%	9	1.15%	5	0.67%
		Gender	Oil &	Female		48	2.08%	28	1.26%	19	0.88%
			Gas	Male		126	5.47%	62	2.78%	76	3.50%
			Power	Female		9	1.13%	10	1.28%	2	0.27%
				Male		127	15.93%	93	11.86%	86	11.45%
		Region	Oil & Gas		International						
					Oman	14	0.61%	7	0.31%	5	0.23%
					Thailand (Bangkok Office)	13	0.56%	17	0.76%	4	0.18%
					Thailand (Bualuang)	-	-	-	-	-	-
					Singapore		Not app	olicable		-	-
					Domestic						
					Block A	3	0.13%	4	0.18%	8	0.37%
					South Sumatra	8	0.35%	5	0.22%	10	0.46%
					Rimau	5	0.22%	4	0.18%	3	0.14%
					South Natuna Sea Block B	3	0.13%	8	0.36%	9	0.41%
					Lematang	1	0.04%	1	0.04%	-	-
					Tarakan	1	0.04%	-	-	1	0.05%
					Jakarta Office	123	5.34%	41	1.84%	51	2.35%
					Bangkanai	2	0.09%	2	0.09%	4	0.18%
					Sampang ²	1	0.04%	1	0.04%	-	-

There was a parameter change in the calculation of new employee hires and employee turnover in 2020 and 2021, which was the exclusion of employee movements across assets of each entity.
 Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.

GRI Standard	GRI Standard	Disclosure Title	Individual Disclosure	Entities	201	9	202	o	202	1
Number	Title		Items	,	Total	%	Total	%	Total	%
		Power		Medco Power Indonesia (Jakarta Head Office)	20	2.51%	12	1.53%	7	0.93%
				Medco Power Indonesia (Singa) ¹	11	1.38%	-	-	-	-
				Medco Hidro Indonesia (Jakarta) ²	1	0.13%	-	-	-	-
				Pembangkitan Pusaka Parahiangan (Cianjur)	2	0.25%	1	0.13%	1	0.13%
				Bio Jathropa Indonesia (Cianjur)	2	0.25%	1	0.13%	-	-
				Medco Cahaya Geothermal (Jakarta)	3	0.38%	2	0.26%	2	0.27%
				Mitra Energi Batam & Dalle Energi Batam (Batam) ³	65	8.16%	48	6.12%	56	7.46%
				Energi Listrik Batam (Batam)	1	0.13%	2	0.26%	-	-
				Multidaya Prima Elektrindo (Palembang)	1	0.13%	1	0.13%	-	-
				Energi Prima Elektrika (Palembang)	-	-	-	-	1	0.13%
				Tanjung Jati B (Jepara)	25	3.14%	27	3.44%	17	2.26%
				Medco Geothermal Sarulla (Tapanuli Selatan)	3	0.38%	6	0.77%	3	0.40%
				Medcopower Servis Indonesia (Pekanbaru)	Not ap	plicable	-	-	-	-
				Medco Power Solar Sumbawa (Sumbawa)	Not ap	plicable	-	-	-	-
				Medco Ratch Power Riau (Jakarta Head Office)	2	0.25%	3	0.38%	1	0.13%

The company has been temporarily freeze since 2019. All employees were transferred to either Multidaya Prima Elektrindo or Energi Prima Elektrika due to contract termination with the previous client.
 Under a business consideration, all employees were transferred to Medco Power Indonesia (Jakarta Head Office.
 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	2019	2020	2021
401-2:	Employment	Benefits provided to full-time employees that are not provided to temporary or part- time employees	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance; ii. Health care; iii. Disability and invalidity coverage; iv. Parental leave; v. Retirement provision; vi. Stock ownership; vii. Others.	Oil & Gas	1. Education/Scholarsh domestic, Thailand, (2. Emergency loan/Loa gas domestic) 3. Pension program - "I Pengabdian" (oil & g Bangkanai & Sampa 4. Service Award (oil & 5. Housing Loan Assisti	Oman) an Salary Advance (oil & Penghargaan Atas as domestic, excluding ng) gas domestic)	1. Education/ Scholarship Assistance (Oman) 2. Emergency loan/ Loan Salary Advance (oil & gas domestic) 3. Pension program - "Penghargaan Atas Pengabdian" (oil & gas domestic, excluding Bangkanai & Sampang) 4. Pension program - Dana Pensiun Lembaga Keuangan/DPLK (oil & gas domestic) 5. Service Award (oil & gas domestic) 6. Housing Loan Assistance (Oman) 7. Provident Fund (Thailand)
				Power	Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam')		eothermal Sarulla) edco Power Indonesia, gi Listrik Batam)
			b. The definition used for 'significant	Oil & Gas	_ As st	tated in the list benefits a	above
			locations of operation'.	Power			

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

e. Return to work and retention rates of employees that took parental leave, by gender.	GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure I	tems		2019	2020	2021
by gender.	401-3	Employment			Oil & Gas	Female	446	430	421
D. Total number of employees that took parental leave, by gender. Dil & Gas Female 18 16 11			leave	•		Male	1,725	1,683	1,631
b. Total number of employees that took parental leave, by gender. Male 95 77 44					Power	Female	80	81	94
took parental leave, by gender. Male 95 77 44						Male	525	540	525
Power Female 8 5 5 5					Oil & Gas	Female	18	16	11
C. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.						Male	95	77	44
C. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.					Power	Female	8	5	5
that returned to work in the reporting period after parental leave ended, by gender. Power Female 8 5 5 Male 42 34 21 Male 42 34 21 Male 42 34 21 Male 93 94 74 Female 93 94 74 Female 93 94 74 Female 93 94 74 Female 93 94 74 Male 93 94 74 Female 5 6 5 Male 33 38 33 Male 33 38 33 Male 33 38 33 Male 33 38 33 Male 30 30 Female 5 6 5 Male 30 100 Male 100 100 100 Male 100						Male	42	34	21
Power Female 100%					Oil & Gas	Female	18	16	11
Male 42 34 21						Male	95	77	44
d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender! Oil & Cas Female 13 18 15 Male 93 94 74 Power Female 5 6 5 Male 33 38 33 e. Return to work and retention rates of employees that took parental leave, by gender. Oil & Cas Female 100% 100% 100% Return to work rates of employees that took parental leave, by gender. Oil & Cas Female 100% 100% 100% Power Female 100% 100% 100% 100% Retention rates of employees that took parental leave, by gender. Oil & Cas Female 72.22% 100% 93.75% Male 94.90% 98.95% 96.10% Power Female 100% 75% 100%				leave ended, by gender.	Power	Female	8	5	5
Return to work after parental leave, by gender. Power Female 100% 100						Male	42	34	21
leave ended that were still employed 12 months after their return to work, by gender 1. Power Female 5 6 5 5 6 5 5 6 5 5					Oil & Gas	Female	13	18	15
return to work, by gender Power Pemale S 6 S Male 33 38 33 e. Return to work and retention rates of employees that took parental leave, by gender. Pemale 100% 100% 100% Return to work rates of employees that took parental leave, by gender. Power Pemale 100% 100% 100% Male 100% 100% 100% Power Pemale 100% 100% 100% Male 100% 100% Male 100% 100% 100% Male				leave ended that were still		Male	93	94	74
e. Return to work and retention rates of employees that took parental leave, by gender. Return to work rates of employees that took parental leave, by gender. Power Female 100% 100% 100% 100% 100% 100% 100% 100					Power	Female	5	6	5
rates of employees that took parental leave, by gender. Return to work rates of employees that took parental leave, by gender. Power Female 100% 100% 100% 100% 100% 100% 100% 100						Male	33	38	33
that took parental leave, by gender. Power Female 100% 100% 100%				rates of employees that took					
gender. Male 100% 100% 100% Power Female 100% 100% 100% Retention rates of employees that took parental leave, by gender. Oil & Gas Female 72.22% 100% 93.75% Male 94.90% 98.95% 96.10% Power Female 100% 75% 100%					Oil & Gas	Female	100%	100%	100%
Male 100%						Male	100%	100%	100%
Retention rates of employees that took parental leave, by gender. Oil & Gas Female 72.22% 100% 93.75% Male 94.90% 98.95% 96.10% Power Female 100% 75% 100%					Power	Female	100%	100%	100%
took parental leave, by gender. Male 94.90% 98.95% 96.10% Power Female 100% 75% 100%				Pow		Male	100%	100%	100%
Male 94,90% 98,95% 96,10%				Oil & Gas	Female	72.22%	100%	93.75%	
			took parental leave, by gender.		Male	94.90%	98.95%	96.10%	
Male 100% 90.48% 97.06%					Power	Female	100%	75%	100%
						Male	100%	90.48%	97.06%

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

GRI 405: Diversity and Equal Opportunity

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclo	osure Items		2019	2020	2021
GRI 405-1	Diversity and Equal Opportunity	Diversity of governance bodies and employees	Percentage of individuals within the organisation's governance bodies in each of the following diversity categories:					
			i. Gender	Female		31.25%	21.43%	14.29%
				Male		68.75%	78.57%	85.71%
			ii. Age group	Under 30 y	ears old	_	-	
				30-50 years	s old	12.50%	7.14%	14.29%
				Over 50 ye	ars old	87.50%	92.86%	85.719
			iii. Other <u>indicators of diversity</u> where relevant (such as minority or <u>vulnerable</u> <u>groups</u>).			N	ot availabl	е
			b. Percentage of <u>employees</u> per <u>employee category</u> in each of the following diversity categories:					
			i. Gender	Oil & Gas	Female	19.37%	19.31%	19.40%
					Male	80.63%	80.69%	80.60%
				Power	Female	10.04%	10.33%	12.52%
					Male	89.96%	89.67%	87.48%
			ii. Age group	Oil & Gas	Under 30 years old	6.64%	5.52%	4.84%
					30-50 years old	78.03%	78.13%	76.45%
					Over 50 years old	15.33%	16.34%	18.71%
				Power	Under 30 years old	28.61%	27.30%	23.17%
					30-50 years old	64.37%	64.54%	66.58%
					Over 50 years old	7.03%	8.16%	10.25%
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).			N	ot availabl	е

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Protecting the Health and Safety of Our People

In this 2021 GRI Performance Data, we disclose our occupational health and safety management based on the updated standard; GRI 403: Occupational Health and Safety (2018). Our 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.

GPI 403: Occupational Health and Safety 2016

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	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 organization.	Oil & Gas	Onshore Asset Indonesia
					· Rimau, South Sumatra, Lematang, Tarakan, and Block A:
					HSECom (Health, Safety and Environment Committee) which consists of Board of Directors, Head of Assets, Head o Divisions and workers representative.
					· Sampang and Bangkanai:
					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.
					Offshore Asset Indonesia
					· 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
					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.
					Offshore Asset International Thailand
					Health, Safety, Security and Environment (HSSE) Management Committee consists of Chairman, Secretary and employee representatives of Ophir Thailand as other members.
				Power	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.
					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.
			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 Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019
GRI 403-2	Occupational Health and Safety	Types of injury and rates of injury occupational	(a) and (b). Types of injury for all workers and employees	Definitions	Fatality. This classifications includes of death caused by accident or occupational illness, regardless of the time between the occurrence of an accident/illness and the time of death.
		diseases, lost days, and absenteeism, and number of work- related fatalities			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 allies 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.
					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.
					Medical Treatment Injury (MTI): This classification covers cases of work injury/ illnesses that require medical treatment.
					Fatality
				Oil & Gas	LTI RWI MTI
				Power	Fatality MTI
			Total Recordable Incident Rate (TRIR) per 1,000,000 work hours for all workers and employees In reference to OSHA criteria: i. Minor injuries are excluded ii. Fatalities are included	Oil & Gas	0.58
				Power	0.44
			Occupational	Oil & Gas	0.00
			Disease Rate (ODR) per 1,000,000 work hours for all workers and employees	Power	0.00
			Lost Time Incident	Oil & Gas	0.27
			Rate (LTIR) per 1,000,000 work hours for all workers and employees In reference to OSHA criteria: i. Calendar days are used to calculate 'lost days' ii. The 'lost days' count begins	Power	0.22
		the day after the incident. Absentee rate (AR) for all workers and		Not available	
			employees Work-related	Oil & Gas	1
		Work-related fatalities, for all workers and employees		1	

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GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019
			c. The system of rules applied in recording and reporting accident statistics.		The injury rates are calculated as follows: Total Recordable Incident Rate (TRIR) per 1,000,000 work hour = (number of recordable injuries)/man hour x 1,000,000
					Occupational Disease Rate (ODR) per 1,000,000 work hour = (number of occupational disease cases)/man hour x 1,000,000
					Lost Time Incident Rate (LTIR) per 1,000,000 work hour = (number of lost time cases including fatality)/man hour x 1,000,000
				Oil & Gas	Rimau, South Sumatra, Lematang, Tarakan, Block A, South Natuna Sea Block B, Oman, Tunisia
					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.
					Sampang, Bangkanai and Madura Offshore
					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).
					Thailand
					Ophir Thailand's safety statistics categorizations, recording, reporting and investigation follows the Incident Investigation & Reporting Procedure, in which are in alignment with the Thai Government Regulation. Moving forward, as part of Medco organisation integration, Thailand asset will align with Medco's procedure.
				Power	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 Minister 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.

GRI Standard St Number	GRI tandard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2019
	upational lth and ety	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.		Agreement at the local level (Collective Labour Agreement) for 2016 - 2018 and 2018 - 2020 covers: Health, Safety and Environment Personal Protective Equipment (PPE) Work-related accidents/incidents Medco E&P Natuna Ltd. Clauses which formally address health and safety, in line with the HSE Policy, have been included in Collective Labour Agreement for 2017 - 2018 and 2018 - 2020 covering: Health, Safety and Environment HSE Committee Personal Protective Equipment (PPE) Safety Insurance Coverage Healthy Working Environment PT Medco Energi Internasional Tbk. 2017 - 2019 and 2019 - 2021 Collective Labour Agreements cover: Health, Safety & Environment Work-related incidents Health Coverage Medco Energi Sampang Pty Ltd. 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: Work Protection Safety Work Equipment Work Accident Sudden Death at the Workplace Funeral Assistance for the Death of Employee and Their Families Medco Energi West Bangkanai Ltd. Bangkanai's Collective Labour Agreement 2019- 2021 is developed based on agreement and negotiation with Labour Union and covers: Safety at Work Work Equipment Occupational Accident Assurance Death due to Occupational Accidents Medco Energi Thailand (E&P) Ltd. and Medco Energi Thailand (Bualuang) Ltd. 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: Health, Safety, Security and Environmental Policy Stop Work Policy Alcohol & Substance Abuse Policy Climate Change Policy These policies, among policies of other functions, are part of new employee welcome pack and orientation. Medco Power Medco Power and all its subsidiaries do not have trade unions. Various health and safety topics ar

GRI 403: Occupational Health and Safety 2018

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021
403-9	Occupational	Work-related	Employees	The number of	Oil & Gas	-	-
	Health and Safety	injuries for all employees and workers		fatalities as a result of <u>work-related</u> <u>injury</u> .	Power	-	-
				The rate of fatalities as a result of work-	Oil & Gas	-	-
				related injury. (Per 1,000,000 man- hours)	Power	-	
				The number of	Oil & Gas	-	
		work-related injuries (exclu fatalities). "Work-related injury that res in a fatality or injury from w the worker ca does not, or is expected to refully to pre-inj health status."	injuries (excluding	Power	-		
			"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"				
	fatalities). (per 1,000,000 man-	consequence	Oil & Gas	-	-		
			1,000,000 man-hours) The number of recordable work-related injuries. "Work-related injury or ill health that results in any	<u>injuries</u> (excluding fatalities). (per 1,000,000 man-	Power	-	-
				recordable work-	Oil & Gas	-	
				injury or ill health			
				death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness."	Power	-	
				The rate of recordable work-	Oil & Gas	-	-
				<u>related injuries</u> . (Per 1,000,000 man- hours)	Power	-	
				The number of	Oil & Gas	6,008,480	3,645,659
				hours worked.	Power	2,084,544	1,182,74
				The main types of	Oil & Gas	Not app	olicable
				work-related injury.	Power	Not app	olicable
			Contractors	The number of	Oil & Gas	-	-
			fatalities as a result of work related injury.		Power	1	-

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021
				The rate of fatalities as a result of work related injury. (Per	Oil & Gas	-	-
				1,000,000 man- hours)	Power	0.14	-
				The number of high-consequence work-related injuries (excluding fatalities).	Oil & Gas	-	-
				"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"	Power	-	-
				The rate of high- consequence work-related injuries (excluding fatalities). (per 1,000,000 man- hours)	Oil & Gas	-	-
					Power	-	-
				The number of recordable work-related injuries.	Oil & Gas	7	6
				"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."	Power	3	-
				The rate of recordable work-related injuries. (Per 1,000,000 manhours)	Oil & Gas	0.46	0.51
				"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."	Power	0.43	-

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021
				The number of	Oil & Gas	15,333,448	11,742,413
				hours worked.	Power	6,922,107	3,917,773
				The main types of work-related injury.	Oil & Gas	Fracture and stung by insects	Fracture and loss of consciousness
				Types of work- related injury can include death, amputation of a			
				limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis, among others.	Power	Death, laceration and fracture	Not applicable
		The work-related pose a <u>risk</u> of high injury	d <u>hazards</u> that gh-consequence	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	The hazards are identified and assessed following the MedcoEnergi Hazard Identification and Risk Assessment Process. As part of the process. 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	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 2021. Several hazards that pose a risk of high-consequence injury which have been

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021
						Hydrocarbon in formation: Loss of primary containment, well blow out vorther was a 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	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 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 Bottled gases under pressure: 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 Item	Disclosure	Type of Entity	2020	2021
					Power	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).	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 2021. 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).
						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.	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.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021
						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.	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.
			Actions taken to eliminate other work-related hazards and minimize risks using the hierarchy of controls.		Oil & Gas	conducted assessmer implementation plans operational health sugged is to improve the recognition, risk asses and control measure if further, MedcoEnergi the MedcoEnergi HSE Roadmap 2020-2024. part of MedcoEnergi's System (HSEMS), whice identifies, assesses, conduction of the second second in the second	e Safety Card program, nts, identified the so and aligned the poport units. The workers' hazard sment, evaluation dentification. To go also have developed and Process Safety The Roadmap is: HSE Management the systematically ontrols and monitors edco Energi's business,

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021
					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 webbased 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: 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.	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 webbased 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: 1. Elimination 2. Substitution 3. Engineering 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		Oil & Gas	The rates of fatalities, I	
			calculated based on 200,000 or 1,000,000 hours		Power	 work-related injuries (and recordable work-related) 	excluding fatalities)

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021
			Whether and, if so, why any workers have been excluded		Oil & Gas	No employees or world	vers have been
			from this disclosure, including the types of worker excluded.		Power	No employees or workers have been excluded from this disclosure	
			Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.			The injury rates are carelated injury per 1,000 (Number of fatality)/m The rate of high-const work-related injuries (per 1,000,000 work ho [Number of high-const (excluding fatalities)]/m The rate of recordable per 1,000,000 work ho (Number of recordable 1,000,000)	s a result of work 0,000 work hours = nan hour x 1,000,000 equence excluding fatalities) surs = sequence injuries man hour x 1,000,000 work-related injuries
					Oil & Gas	Safety statistics and in collected from each a the Incident Manager Guideline. This system industrial incident raticlassification which country Government refers to Occupationa Administration (OSH) - Standard for Reporti	sset according to ment Document n is widely used for e calculation and emplies with the Regulations and I Safety and Health N, 29 CFR Part 1904 ng and Recording
					Power (Indonesia)	to incident / accident and reporting proced SOPR010014), which c Government Regulati - Minister of Manpov of Indonesia Regulati O3/MEN/98 regardi in Reporting and Ir Occupational Accic - Minister of Manpov Transmigration of t Indonesia Regulati MEN/1981 regarding Occupational Illnes - Occupational Safet Administration (OS	diaries according investigation ure (A800/C01/ omplies with the on and standard: ver of the Republic ation Number ng Procedure evestigating lent ver and he Republic of on Number PER.01/ g Obligation to Report s y and Health HA) 29 CFR Part 1904 orting and Recording

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 2021 Sustainability Report page 1-126 (available at www.medcoenergi.com/en/subpagelist/view/36 or through MedcoEnergi's website at www.medcoenergi.com) and this GRI Performance Data page 127-171.

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	16, 127	Full	
	102-2 Activities, brands, products, and services	20-22	Full	
	102-3 Location of headquarters	20-21	Full	
	102-4 Location of operations	16-17, 20-21, 127	Full	
	102-5 Ownership and legal form	16, 172	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 Disclosed	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	16-17	Full	
	102-8 Information on employees and other workers	107, 150-152	Full	
	102-9 Supply chain	23	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	39	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	32	Full	
	102-14 Statement from senior decision-maker	7-10	Full	
	102-16 Values, principles, standards, and norms of behaviour	19, 34-47	Full	
	102-17 Mechanisms for advice and concerns about ethics	40-46	Full	
	102-18 Governance structure	36	Full	
	102-40 List of stakeholder groups	31-32	Full	High-level list of stakeholder groups are included.
	102-41 Collective bargaining agreements	106	Full	
	102-42 Identifying and selecting stakeholders	30-31, 87-88	Full	
	102-43 Approach to stakeholder engagement	87-88	Full	
	102-44 Key topics and concerns raised	26-30	Full	
	102-45 Entities included in the consolidated financial statements		Full	Refer to MedcoEnergi 2020 Annual Report (Financial Report) page 140.
	102-46 Defining report content and topic Boundaries	7-10	Full	See Message from the Chairwoman and Letter from the Board.
	102-47 List of material topics	26-30	Full	
	102-48 Restatements of information	Not applicable	Full	Not applicable
	102-49 Changes in reporting	Not applicable	Full	
	102-50 Reporting period	2	Full	
	102-51 Date of most recent report	2	Full	
	102-52 Reporting cycle	2	Full	
	102-53 Contact point for questions regarding the report		Full	
	102-54 Claims of reporting in accordance with the GRI Standards	2	Full	
	102-55 GRI content index	172-175	Full	
	102-56 External assurance	Available separately	Full	Please refer to the "Independent Limited Assurance Statement" on MedcoEnergi websit (www.medcoenergi.con 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	26-30	Full topic	
	103-2 The management approach and its components	34, 52, 68, 86, 104, 110	Full	
	103-3 Evaluation of the management approach	48, 66, 101, 108, 118	Full	
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	24	Partial	
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	86-96, 139-142	Full	
	203-2 Significant indirect economic	97-99, 140	Full	Information on impact assessment methods and indirect impacts is provided in Chapter 8.
GRI 205: Anti- Corruption	205-1 Operations assessed for risks related to corruption	38-47, 128-129	Full	
	205-2 Communication and training about anti- corruption policies and procedures	38-45, 128-129	Partial	Information is reported on a consolidated basis and not broken down by employee category or region.
GRI 302: Energy	302-1 Energy consumption within the organization	13, 78, 82, 131-133	Full	
	302-3 Energy intensity	82, 134	Full	
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	79-80, 135	Full	
	305-2 Energy indirect (Scope 2) GHG emissions	80, 136-137	Full	
	305-4 GHG emissions intensity	13, 80, 137	Full	
	305-7 Nitrogen oxides (NO_x) , sulfur oxides (SO_y) , and other significant air emissions	138	Partial	Information is not applicable for Persistent Organic Pollutants (POP Hazardous Air Pollutants (HAP) for all business units.
				Information is not applicable for Volatile Organic Compounds (VOC) for Power in 2019- 2021.
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	13, 55	Full	
GRI 401: Employment	401-1 New employee hires and employee turnover	104-107, 153-156	Full	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	157	Full	
	401-3 Parental leave	158	Full	
GRI 403: Occupational Health and Safety	403-9 Work-related injuries	164-171	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	105-107, 159	Partial	Information unavailable for minority or other vulnerable groups.
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	149	Full	
GRI 412: Human Rights Assessment	412-1 Operations that have been subjected to human rights reviews or impact assessment	130	Full	
	412-2 Employee training on human rights policies or procedures	130	Full	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	130	Full	
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	143-149	Full	
GRI 415: Public Policy	415-1 Political contributions	130	Full	
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	55	Full	





BUILDING OUR FUTURE SUSTAINABLE ENERGY AND NATURAL RESOURCES



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