PT Medco Energi International Tbk

Independent Limited Assurance Statement in relation to the Subject Matter included in the Sustainability Report of PT Medco Energi Internasional Tbk for the year 2022

Building a better working world

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Independent Limited Assurance Statement in relation to the Subject Matter included in the Sustainability Report of PT Medco Energi Internasional Tbk for the year 2022

Report No. 00231/2.1032/JL.0/02/0692-1/1/V/2023

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

Scope

We have been engaged by the Company to perform a 'limited assurance engagement', as defined by the Standards on Assurance Engagement (SAE) 3000 (Assurance Engagements Other than Audits or Reviews of Historical Financial Information) established by the Indonesian Institute of Certified Public Accountants (IICPA), here after referred to as the engagement, to report on the Company's indicators/disclosures for the year 2022 as detailed in the Appendix 1 (the "Subject Matter") contained in the Company's sustainability report for the year 2022 (the "Report").

The Subject Matter did not include:

- Data sets, statements, information, systems or approaches other than the selected indicators
- Any sustainability information published elsewhere in the Company's reports, website and other publications
- Sustainability information prior to 1 December 2022 and subsequent to 31 December 2022, except for the restatement of GRI 305 Emissions indicators for Oil and Gas for the years 2020 and 2021, and 2019 base year emissions

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

Criteria

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

Management's responsibilities

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

Our responsibility

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

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

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

Our Independence and Quality Control

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

Description of procedures performed

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

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

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

Our limited assurance procedures included:

- Conducting interviews with key personnel to understand the process for collecting, collating and reporting the Subject Matter during the reporting period
- Comparing that the calculation criteria had been correctly applied in accordance with the methodologies outlined in the Criteria
- Performing recalculations of performance metrics to confirm quantities stated were replicable
- Undertaking analytical review procedures to support the reasonableness of the data
- Undertaking site visit to oil and gas operation location, Corridor
- Undertaking site visit to power operation, Medco Ratch Power Riau
- Vouching, on a sample basis, to underlying source information to check the validity of the data
- Reviewing the disclosure on restatement of GRI 305 Emissions indicators for Oil and Gas for the years 2020 and 2021, and 2019 base year emissions in the Report

Emphasis of Matter

As disclosed in Chapter 7 'Realising Our Climate Aspirations' on page 93 of the Report, the Company has recalculated the greenhouse gas (GHG) emissions to include Corridor as a newly acquired asset and to improve its GHG emissions calculation methodology in several emissions sources. The Company has revised the emissions calculation on a retrospective basis to include Corridor and establish the 2019 GHG emissions data as base year emissions values. Accordingly, the GRI 305 Emission indicators for Oil & Gas for the years 2019, 2020 and 2021 were restated. Our conclusion is not modified in respect to this matter.

Independent Limited Assurance Statement in relation to the Subject Matter included in the Sustainability Report of PT Medco Energi Internasional Tbk for the year 2022 (continued)

Report No. 00231/2.1032/JL.0/02/0692-1/1/V/2023 (continued)

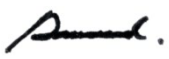
Conclusion

Based on the limited assurance procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter set out in the Company's Sustainability Report for the year 2022, has not been reported and presented fairly, in all material respects, in accordance with the Criteria.

Use of Our Limited Assurance Statement

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

KAP Purwantono, Sungkoro & Surja



Deden Riyadi
Public Accountant Registration No. AP. 0692

May 16, 2023

Appendix 1. Subject Matter for Independent Limited Assurance of PT Medco Energi Internasional Tbk Sustainability Report for the year 2022

GRI 2-7 – General disclosure - Employees

Indicators/disclosures			Type of entity and location	2022
1. Total number of employees, and a breakdown of this total by gender and by region (GRI 2-7)	Gender	Female	Oil and gas (Oman, Thailand and Singapore)	49
		Male		234
		Female	Oil and gas (Indonesia)	459
		Male		1,860
		Female	Power (Indonesia)	103
		Male		704
	Region	Oman	Oil and gas (Indonesia, Oman, Thailand and Singapore)	189
		Thailand (Bangkok Office)		51
		Thailand (Bualuang)		32
		Singapore Office		11
		Block A		158
		South Sumatra Block		152
		Rimau		96
		South Natuna Sea Block B		301
		Lematang		22
		Tarakan		25
		Jakarta Office		1,272
		Bangkanai		41
		Sampang		15
		Corridor		237
	Region	Medco Power Indonesia Head Office	Power (Indonesia)	126
		Pembangkitan Pusaka Parahiangan (Cianjur)		23
		Bio Jatropha Indonesia (Cianjur)		19
		Medco Cahaya Geothermal (Jakarta)		18
		Mitra Energi Batam & Dalle Energi Batam (Batam)		69
		Energi Listrik Batam (Batam)		49
		Multidaya Prima Elektrindo (Palembang)		24
		Energi Prima Elektrika (Palembang)		23
		Tanjung Jati B (Jepara)		252
		Medco Geothermal Sarulla (Tapanuli Selatan)		107
		Medcopower Servis Indonesia (Pekanbaru)		43
		Medcopower Solar Sumbawa (Sumbawa)		10

Indicators/disclosures			Type of entity and location	2022	
		Medco Ratch Power Riau (Jakarta Head Office)		24	
		Medco Sumbawa Gas (Sumbawa)		9	
		Medco Solar Bali Barat (Bali Barat)		11	
				Permanent	Temporary
2. Total number of permanent employees, and a breakdown by gender and by region (GRI 2-7) 3. Total number of temporary employees, and a breakdown by gender and by region (GRI 2-7)	Gender	Female	Oil and gas (Oman, Thailand and Singapore)	49	-
		Male		202	32
		Female	Oil and gas (Indonesia)	457	2
		Male		1,853	7
		Female	Power (Indonesia)	85	18
		Male		609	95
	Region	Oman	Oil and gas (Indonesia, Oman, Thailand and Singapore)	158	31
		Thailand (Bangkok Office)		51	-
		Thailand (Bualuang)		32	-
		Singapore Office		10	1
		Block A		158	-
		South Sumatra Block		152	-
		Rimau		96	-
		South Natuna Sea Block B		301	-
		Lematang		22	-
		Tarakan		25	-
		Jakarta Office		1,265	7
		Bangkanai		41	-
		Sampang		13	2
		Corridor		237	-
	Region	Medco Power Indonesia Head Office	Power (Indonesia)	95	31
		Pembangkitan Pusaka Parahiangan (Cianjur)		22	1
		Bio Jatropha Indonesia (Cianjur)		17	2
		Medco Cahaya Geothermal (Jakarta)		12	6
		Mitra Energi Batam & Dalle Energi Batam (Batam)		67	2
		Energi Listrik Batam (Batam)		49	-
		Multidaya Prima Elektrindo (Palembang)		22	2
		Energi Prima Elektrika (Palembang)		22	1
		Tanjung Jati B (Jepara)		231	21
		Medco Geothermal Sarulla (Tapanuli Selatan)		100	7
		Medcopower Servis Indonesia (Pekanbaru)		24	19
		Medcopower Solar Sumbawa (Sumbawa)		6	4

Indicators/disclosures			Type of entity and location	2022	
		Medco Ratch Power Riau (Jakarta Head Office)		17	7
		Medco Sumbawa Gas (Sumbawa)		5	4
		Medco Solar Bali Barat (Bali Barat)		5	6
4. Total number of full-time employees, and a breakdown by gender and by region (GRI 2-7)			Oil and gas (Indonesia, Oman, Thailand and Singapore)	All MedcoEnergi employees are full time employees. Please refer to Total number of permanent employees, and a breakdown by gender and by region (GRI 2-7) and Total number of temporary employees, and a breakdown by gender and by region (GRI 2-7) disclosure for the data breakdown.	
			Power (Indonesia)		
5. Total number of non-guaranteed hours employees, and a breakdown by gender and by region (GRI 2-7)			Oil and gas (Indonesia, Oman, Thailand and Singapore)	Not applicable	
			Power (Indonesia)		
6. Total number of part-time employees, and a breakdown by gender and by region (GRI 2-7)			Oil and gas (Indonesia, Oman, Thailand and Singapore)	Not applicable	
			Power (Indonesia)		
7. Methodologies and assumptions used to compile the data (GRI 2-7)			Oil and gas (Indonesia, Oman, Thailand and Singapore)	The data have been compiled from database and manual compilation.	
			Power (Indonesia)		
8. Contextual information necessary to understand the data reported under GRI 2-7 (GRI 2-7)			Oil and gas (Indonesia, Oman, Thailand and Singapore)	The majority of workers are full time permanent employees.	
			Power (Indonesia)		
9. Description of significant fluctuations in the number of employees during the reporting period and between reporting periods (GRI 2-7)			Oil and gas (Indonesia, Oman, Thailand and Singapore)	Not applicable	
			Power (Indonesia)		

GRI 203 – Indirect Economic Impact

Indicators/disclosures	Type of entity and location	2022
10. Extent of development of significant infrastructure investments and services supported (GRI 203-1)	Oil and gas (Indonesia, Oman and Thailand)	US$899,352.09
	Power (Indonesia)	US$5,777.00
11. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant (GRI 203-1)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia)	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/clean water facility, housing for vulnerable groups, farming facilities, 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.

Indicators/disclosures	Type of entity and location	2022
12. Whether these investments and services are commercial, in-kind, or pro bono engagements (GRI 203-1)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia)	All investments in infrastructure are in-kind.
13. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts (GRI 203-2)	Oil and gas (Indonesia and Thailand), Power (Indonesia)	MedcoEnergi assessed the outcome of two projects by using Social Return of Investment (SROI) evaluation in 2022. The first program is Digital-based Smart School Program which includes five schools in Anambas Islands Regency. The initiative was established to improve digital learning practices and support long-distance learning, particularly during the Covid-19 pandemic's restriction. MedcoEnergi's analysis indicates that the programme generated a value of approximately IDR 2,147,364,077.70 against a total investment of IDR 627,373,000.00 from February 2021 to December 2022. Consequently, the SROI value of the program is 3.42, indicating that each IDR 1 investment yielded benefits valued at IDR 3.42. The second program is Preparatory and Knowledge Increase Project in Thailand. MedcoEnergi offered tutoring services from nationally-renowned institutions to prepare students for their entrance examinations to higher education. The project was conducted in seven schools in Chonburi, Chumphon and Surat Thani Provinces. The SROI evaluation was conducted by SGS (Thailand) Limited. The SROI calculation valued the programme outcome at THB 14,459,760.00 compared to a total investment of THB 1,597,364.47. Thus, the SROI value of the programme is 9.05, indicating that with every THB 1 investment resulting in a benefit of THB 9.05.
14. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas (GRI 203-2)	Oil and gas (Indonesia), Power (Indonesia)	These efforts in South Natuna Sea Block B and Thailand support the realization of the SDG 4 (Targets 4.1, 4.3, 4.7 and 4.c in South Natuna Sea Block B and Targets 4.1, 4.3, and 4.c in Thailand).

GRI 205 – Anti-corruption

Indicators/disclosures	Type of entity and location	2022	
15. Total number and percentage of operations assessed for risks related to corruption (GRI 205-1)		Number	Percentage
	Oil and gas (Indonesia)	11	100%
	Oil and gas (International)	2	100%
	Power (Indonesia)	8	53%
16. Significant risks related to corruption identified through the risk assessment (GRI 205-1)	Corporate	Corporate crime liability risk, procure to pay fraud risk, conflict of interest risk, and international sanction compliance violations risk.	
17. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		Number	Percentage
	Corporate	13	100%
18. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		Number	Percentage
	Oil and gas (Indonesia and International)	2,602	100%
	Power (Indonesia)	807	100%
		Number	Percentage

Indicators/disclosures		Type of entity and location	2022	
19. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		Oil and gas (Indonesia and International)	708	100%
		Power (Indonesia)	2,039	100%
20. Total number and percentage of governance body members that have received training on anti-corruption (GRI 205-2)			Number	Percentage
		Corporate	13	100%
21. Total number and percentage of employees that have received training on anti-corruption (GRI 205-2)			Number	Percentage
	Light education through emails sent to employees	Oil and gas (Indonesia and International)	2,602	100%
		Power (Indonesia)	807	100%
	Participative training in both Oil & Gas and Power through the Statement of Adherence forms	Oil and gas (Indonesia and International)	2,578	99.08%
		Power (Indonesia)	805	99.75%
	Intensive training provided through classroom training	Oil and gas (Indonesia and International)	351	13.49%
		Power (Indonesia)	177	21.93%

GRI 302 – Energy

Indicators/disclosures		Type of entity and location	2022
22. Total fuel consumption within the organization from non-renewable sources, in gigajoules, and including fuel types used (GRI 302-1)	Fuel consumption in gigajoules	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	36,755,762.58
	Fuel type used		- CNG - Natural Gas - Gasoline - Aviation Gasoline - Jet Fuel (Kerosene) - Diesel - Fuel Oil - Crude Oil
	Fuel consumption in gigajoules	Power (Indonesia)	24,309,197.20
	Fuel type used		- Gasoline - Diesel - Natural gas
23. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used (GRI 302-1)	Fuel consumption in gigajoules	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	107,655.17
	Fuel type used		- Gasohol 91/95 (E10) - Gasohol (E20) - Biodiesel B20 (Biosolar B20 and PTT Hyforce) - Biodiesel (B30) - Solar energy
	Fuel consumption in gigajoules	Power (Indonesia)	322.02
	Fuel type used		- Biodiesel (B30) - Solar energy
24. In gigajoules, the total: (GRI 302-1)	i. Electricity consumption;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	162,801.89
		Power (Indonesia)	6,806.03
	ii. Heating consumption;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	-
		Power (Indonesia)	-

Indicators/disclosures		Type of entity and location	2022
	iii. Cooling consumption;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	-
		Power (Indonesia)	-
	iv. Steam consumption.	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	-
		Power (Indonesia)	-
25. In gigajoules, the total: (GRI 302-1)	i. Electricity sold;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	-
		Power (Indonesia)	9,925,642.40
	ii. Heating sold;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	-
		Power (Indonesia)	-
	iii. Cooling sold;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	-
		Power (Indonesia)	-
	iv. Steam sold.	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	-
		Power (Indonesia)	-
26. Total energy consumption within the organization, in gigajoules (GRI 302-1)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	37,026,219.64
		Power (Indonesia)	14,390,682.85
27. Standards, methodologies, assumptions, and/or calculation tools used (GRI 302-1)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	- 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 - James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019
		Power (Indonesia)	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

Indicators/disclosures	Type of entity and location	2022
28. Source of the conversion factors used (GRI 302-1)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	Internal calculation with reference to API Compendium 2009 and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006
	Power (Indonesia)	Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006
29. Energy intensity ratio for the organization (GRI 302-3)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	2.47
	Power (Indonesia)	5.21
30. Organization-specific metric (the denominator) chosen to calculate the ratio (GRI 302-3)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	GJ/TOE HC product (TOE HC = Ton of Oil Equivalent of Hydrocarbon product, consist of oil and gas products)
	Power (Indonesia)	GJ/MWh
31. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all (GRI 302-3)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore), Power (Indonesia)	Fuel (renewable and non-renewable) and electricity
32. Whether the ratio uses energy consumption within the organization, outside of it, or both (GRI 302-3)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore), Power (Indonesia)	Within the organization

GRI 305 – Emissions

Indicators/disclosures		Type of entity and location	2020*	2021*	2022
33. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent (GRI 305-1)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	4,760,974.85	4,605,470.28	4,345,147.09
		Power (Indonesia)	779,372.59	857,807.80	1,365,141.13
34. Breakdown of gross direct (Scope 1) GHG emissions by type of source for Oil and gas (GRI 305-1)	i. Gross direct (Scope 1) GHG emissions from combustion;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	4,390,806.32	4,228,194.38	3,902,450.95
	ii. Gross direct (Scope 1) GHG emissions from flaring;		259,934.95	270,897.20	340,562.46
	iii. Gross direct (Scope 1) GHG emissions from venting;		35,361.66	30,302.58	31,308.86
	iv. Gross direct (Scope 1) GHG emissions from process (feedstock) emissions;		1,677.74	2,165.63	1,439.19
	v. Gross direct (Scope 1) GHG emissions from fugitives.		73,194.17	73,910.48	69,385.62
35. Gases included in the calculation (GRI 305-1)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	CO_2, CH_4, N_2O, HFCs		
		Power (Indonesia)	CO_2, CH_4, N_2O		

Indicators/disclosures		Type of entity and location	2020*	2021*	2022
36. Gross direct and percentage of gross direct (Scope 1) GHG emissions from CH_4 for Oil and gas (GRI 305-1)	i. Gross direct (Scope 1) GHG emissions from CH_4 in metric tons of CO_2 equivalent;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	137,972.90	132,405.84	134,408.39
	ii. Percentage of gross direct (Scope 1) GHG emissions from CH_4.		2.90%	2.87%	3.09%
37. Biogenic CO_2 emissions in metric tons of CO_2 equivalent (GRI 305-1)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	1,423.33	3,724.06	7,935.30
		Power (Indonesia)	1.28	0.86	4.60
38. Base year for the calculation, if applicable, including: (GRI 305-1)	i. The rationale for choosing it;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	MedcoEnergi has selected 2019 as MedcoEnergi's base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.		
		Power (Indonesia)	Not applicable		
	ii. Emissions in the base year;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	5,419,585.82 tCO_2e		
		Power (Indonesia)	Not applicable		
	iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	Not applicable		
		Power (Indonesia)			
39. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-1)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	Source of emissions factors: Internal calculation with reference to American Petroleum Institute (API) Compendium 2009, United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42) and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 Source of GWP rates: IPCC Fourth Assessment Report		
		Power (Indonesia)	Source of emissions factors: - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012 - Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 Source of GWP rates: IPCC Fourth Assessment Report		
40. Consolidation approach for emissions (GRI 305-1)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore), Power (Indonesia)	Operational control		

Indicators/disclosures		Type of entity and location	2020*	2021*	2022
41. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-1)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	- API Compendium 2009 - US EPA AP-42 - IPCC Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - EPA Mandatory Greenhouse Gas Reporting 2016 - US EPA Greenhouse Gas Inventory Guidance 2016 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019		
		Power (Indonesia)	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012		
42. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent (GRI 305-2)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	11,405.06	17,709.67	24,390.27
		Power (Indonesia)	56.51	818.53	1,760.47
43. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent (GRI 305-2)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore), Power (Indonesia)	Not applicable for MedcoEnergi operating countries		
44. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all (GRI 305-2)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore), Power (Indonesia)	CO_2		
45. Base year for the calculation, if applicable, including: (GRI 305-2)	i. The rationale for choosing it;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	MedcoEnergi has selected 2019 as Medco Energi's base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.		
		Power (Indonesia)	Not applicable		
	ii. Emissions in the base year;	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	587.62 tCO_2e		
		Power (Indonesia)	Not applicable		
	iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	Not applicable		
		Power (Indonesia)			

Indicators/disclosures	Type of entity and location	2020*	2021*	2022
46. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-2)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and 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 Singapore	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 Singapore	Source of emissions factors: - Indonesia: GHG Emissions Factor of Electricity System Year 2021, 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 Singapore
	Power (Indonesia)	Source of emissions factors: GHG Emissions Factor of Electricity System Year 2018, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia	Source of emissions factors: GHG Emissions Factor of Electricity System Year 2019, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia	Source of emissions factors: GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia

Indicators/disclosures		Type of entity and location	2020*	2021*	2022
47. Consolidation approach for emissions (GRI 305-2)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore), Power (Indonesia)	Operational control		
48. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-2)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	- API Compendium 2009 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals		
		Power (Indonesia)	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals		
49. GHG emissions intensity ratio for the organization (GRI 305-4)	i. Scope 1	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	311.23	291.13	289.44
		Power (Indonesia)	0.53	0.54	0.49
	ii. Scope 1 + Scope 2	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	311.98	292.25	291.07
		Power (Indonesia)	0.53	0.54	0.50
50. Organization-specific metric (the denominator) chosen to calculate the ratio (GRI 305-4)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	tCO_2e/1,000 TOE HC product (TOE HC = Ton of Oil Equivalent of Hydrocarbon product, consist of oil and gas products)		
		Power (Indonesia)	tCO_2e/MWh		
51. Types of GHG emissions included in the intensity ratio; whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) (GRI 305-4)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore), Power (Indonesia)	- Direct (Scope 1) GHG emission sources - Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources		
52. Gases included in the calculation (GRI 305-4)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	CO_2, CH_4, N_2O, HFCs		
		Power (Indonesia)	CO_2, CH_4, N_2O		

*Note: GRI 305 disclosures for Oil and Gas assets for the years 2019 (disclosed as base year emissions), 2020 and 2021 were restated as a result of inclusion of newly acquired asset and improvement of GHG emissions calculation methodology.

Indicators/disclosures		Type of entity and location	2022
53. Significant air emissions, in kilograms or multiples (GRI 305-7)	NOx (tonne/year)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	5,702.07
		Power (Indonesia)	4,416.51

Indicators/disclosures		Type of entity and location	2022
	SOx (tonne/year)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	697.63
		Power (Indonesia)	136.11
	VOC (tonne/year)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	2,032.69
		Power (Indonesia)	Not applicable
	PM (tonne/year)	Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	246.03
		Power (Indonesia)	336.27
54. Source of the emissions factors used (GRI 305-7)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42).
		Power (Indonesia)	Not applicable
55. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-7)		Oil and gas (Indonesia, Oman, Thailand, Malaysia and Singapore)	- API Compendium 2009 - US EPA AP-42 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - Minister of Environment of the Republic of Indonesia Regulation Number 12 Year 2012 regarding Guidelines for Calculation of Emissions for Oil and Gas Industry Activities
		Power (Indonesia)	Minister of Environment and Forestry of the Republic of Indonesia, Regulation Number 15 Year 2019 regarding Emission Quality Standards for Thermal Power Plants

GRI 307 – Environmental Compliance

Indicators/disclosures	Type of entity and location	2022
56. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations (GRI 307-1)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia)	In 2022, none of MedcoEnergi's operational sites experienced any material penalties or sanctions from non-compliance to environmental, social, and economic laws and regulations.

GRI 401 – Employment

Indicators/disclosures			Type of entity and location	2022	
57. Total number and rate of new employee hires during the reporting period, by age group, gender and region (GRI 401-1)				Number	Percentage
	Age group	Under 30 years old	Oil and gas (Indonesia, Oman, Thailand and Singapore)	16	0.61%
		30-50 years old		14	0.54%
		Over 50 years old		-	-
	Age group	Under 30 years old	Power (Indonesia)	49	6.07%
		30-50 years old		44	5.45%
		Over 50 years old		9	1.12%
	Gender	Female	Oil and gas (Indonesia, Oman, Thailand and Singapore)	7	0.27%
		Male		23	0.88%
	Gender	Female	Power (Indonesia)	19	2.35%
		Male		83	10.29%
	Region	Oman	Oil and gas (Indonesia, Oman, Thailand and Singapore)	2	0.08%
		Thailand (Bangkok Office)		3	0.12%
		Thailand (Bualuang)		-	-
		Singapore Office		2	0.08%
		Block A		-	-
		South Sumatra Block		-	-
		Rimau		-	-
		South Natuna Sea Block B		-	-
		Lematang		-	-
		Tarakan		-	-
		Jakarta Office		23	0.88%
		Bangkanai		-	-
		Sampang		-	-
		Corridor		-	-
	Region	Medco Power Indonesia Head Office	Power (Indonesia)	34	4.21%
		Pembangkitan Pusaka Parahiangan (Cianjur)		1	0.12%
		Bio Jatropha Indonesia (Cianjur)		2	0.25%
		Medco Cahaya Geothermal (Jakarta)		5	0.62%
		Mitra Energi Batam & Dalle Energi Batam (Batam)		-	-
		Energi Listrik Batam (Batam)		3	0.37%
		Multidaya Prima Elektrindo (Palembang)		3	0.37%
		Energi Prima Elektrika (Palembang)		1	0.12%
		Tanjung Jati B (Jepara)		25	3.10%
		Medco Geothermal Sarulla (Tapanuli Selatan)		7	0.87%
		Medcopower Servis Indonesia (Pekanbaru)		3	0.37%

Indicators/disclosures			Type of entity and location	2022	
		Medcopower Solar Sumbawa (Sumbawa)		6	0.74%
		Medco Ratch Power Riau (Jakarta Head Office)		4	0.50%
		Medco Sumbawa Gas (Sumbawa)		4	0.50%
		Medco Solar Bali Barat (Bali Barat)		4	0.50%
58. Total number and rate of employee turnover during the reporting period, by age group, gender and region (GRI 401-1)				Number	Percentage
	Age group	Under 30 years old	Oil and gas (Indonesia, Oman, Thailand and Singapore)	5	0.19%
		30-50 years old		37	1.42%
		Over 50 years old		54	2.08%
	Age group	Under 30 years old	Power (Indonesia)	11	1.36%
		30-50 years old		25	3.10%
		Over 50 years old		14	1.73%
	Gender	Female	Oil and gas (Indonesia, Oman, Thailand and Singapore)	22	0.85%
		Male		74	2.84%
	Gender	Female	Power (Indonesia)	8	0.99%
		Male		42	5.20%
	Region	Oman	Oil and gas (Indonesia, Oman, Thailand and Singapore)	-	-
		Thailand (Bangkok Office)		4	0.15%
		Thailand (Bualuang)		1	0.04%
		Singapore Office		2	0.08%
		Block A		2	0.08%
		South Sumatra Block		4	0.15%
		Rimau		3	0.12%
		South Natuna Sea Block B		11	0.42%
		Lematang		-	-
		Tarakan		4	0.15%
		Jakarta Office		54	2.08%
		Bangkanai		-	-
		Sampang		-	-
		Corridor		11	0.42%
	Region	Medco Power Indonesia Head Office	Power (Indonesia)	15	1.86%
		Pembangkitan Pusaka Parahiangan (Cianjur)		1	0.12%
		Bio Jatropha Indonesia (Cianjur)		2	0.25%
		Medco Cahaya Geothermal (Jakarta)		-	-
		Mitra Energi Batam & Dalle Energi Batam (Batam)		4	0.50%
		Energi Listrik Batam (Batam)		2	0.25%
		Multidaya Prima Elektrindo (Palembang)		1	0.12%
		Energi Prima Elektrika (Palembang)		-	-
		Tanjung Jati B (Jepara)		12	1.49%

Indicators/disclosures			Type of entity and location	2022	
		Medco Geothermal Sarulla (Tapanuli Selatan)		5	0.62%
		Medcopower Servis Indonesia (Pekanbaru)		4	0.50%
		Medcopower Solar Sumbawa (Sumbawa)		1	0.12%
		Medco Ratch Power Riau (Jakarta Head Office)		3	0.37%
		Medco Sumbawa Gas (Sumbawa)		-	-
		Medco Solar Bali Barat (Bali Barat)		-	-
59. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation (GRI 401-2)			Oil and gas (Indonesia, Oman, Thailand and Singapore)	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) 8. General Loan (Oil & Gas-MEPI) 9. Home Ownership Assistance Program/HOAP (Oil & Gas Domestic - Block A)	
			Power (Indonesia)	1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) 3. Pension Program - Dana Pensiun Lembaga Keuangan/DPLK (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam, Medco Geothermal Sarulla)	
60. The definition used for 'significant locations of operation' (GRI 401-2)			Oil and gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	As stated in the list of benefits above.	
61. Total number of employees that were entitled to parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Thailand and Singapore)	508	
		Male		1,969	
	Gender	Female	Power (Indonesia)	103	
		Male		559	
62. Total number of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Thailand and Singapore)	16	
		Male		66	
	Gender	Female	Power (Indonesia)	5	
		Male		14	
63. Total number of employees that returned to work in the reporting period after parental leave ended, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Thailand and Singapore)	16	
		Male		66	
	Gender	Female	Power (Indonesia)	5	
		Male		14	
64. Total number of employees that	Gender	Female	Oil and gas (Indonesia,	10	

Indicators/disclosures			Type of entity and location	2022
returned to work after parental leave ended that were still employed 12 months after their return to work, by gender (GRI 401-3)			Oman, Thailand and Singapore)	
		Male		44
	Gender	Female	Power (Indonesia)	5
		Male		20
65. a. Return to work rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Thailand and Singapore)	100%
		Male		100%
	Gender	Female	Power (Indonesia)	100%
		Male		100%
b. Retention rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil and gas (Indonesia, Oman, Thailand and Singapore)	90.91%
		Male		100%
	Gender	Female	Power (Indonesia)	100%
		Male		95.24%

GRI 403 – Occupational Health and Safety

Indicators/disclosures	Type of entity and location	2022	
66. For all employees: the number and rate of fatalities as a result of work-related injury (GRI 403-9)		Number	Rate
	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
67. For all employees: the number and rate of high-consequence work-related injuries (excluding fatalities) (GRI 403-9)		Number	Rate
	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
68. For all employees: the number and rate of recordable work-related injuries (GRI 403-9)		Number	Rate
	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
69. For all employees: the main types of work-related injury (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	Not applicable	
	Power (Indonesia)	Not applicable	
70. For all employees: the number of hours worked (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	4,825,955	
	Power (Indonesia)	1,118,246	
71. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of fatalities as a result of work-related injury (GRI 403-9)		Number	Rate
	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
		Number	Rate

Indicators/disclosures	Type of entity and location	2022	
72. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of high-consequence work-related injuries (excluding fatalities) (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
73. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of recordable work-related injuries (GRI 403-9)		Number	Rate
	Oil and gas (Indonesia, Oman and Thailand)	6	0.28
	Power (Indonesia)	-	-
74. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the main types of work-related injury (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	Fracture and loss of consciousness	
	Power (Indonesia)	Not applicable	
75. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number of hours worked (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	21,331,926	
	Power (Indonesia)	2,415,280	
76. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	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 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 2022. Several hazards that pose a risk of high-consequence injury which have been identified are: • Hydrocarbon in formation: Loss of primary containment, well blow out, subsea well blow out • Oil, Hydrocarbon gas & Condensate: Loss of primary containment causing potential fire leading to fatalities, personal injury, environmental damage, asset damage and business interruption • In-air transport (flying): Fatality, helicopter ditching, asset damage • Transfer from boat to offshore platform: Personal injury, fatality, asset damage • Land transportation hazard: fatality, personal injury, and asset damage • Conventional explosive material & detonator: Fire explosion, fatality • Pressurized Gas Cylinder: Fire explosion, fatality • Boat collision hazard to other vessels and offshore structures: Fatalities, asset damage • Lifting failure: Fatality, personal injury and asset damage • Escalation of fire • Methanol fire • Forest fire • Hydrocarbon gas blowby	

Indicators/disclosures	Type of entity and location	2022
	Power (Indonesia)	Medco Power has identified work-related hazards. In the process of identifying potential hazards in the work environment, Medco Power uses the HIRADC (Hazard Identification Risk Assessment and determine Control) method. HIRADC is set before starting work and is updated regularly, especially when there are new activities in the work process. By doing HIRADC, it may minimize the occurrence of work accidents. This is evidenced by the absence of high consequence injury occurring throughout 2022 at Medco Power. Even though there were several first aid cases, where the main causes were moving machines and the use of hand tools where this potential hazard was also classified into Life Saving Rules (LSR) related to line of fire which ensures workers are in a safe position when working. Medco Power encourage all leaders to make sure that everyone in their organization is aware and understands the Life Saving Rules. Medco Power conducted regular review for hazard identification and risk assessment to identify any potential hazards related to LSR which may cause high-consequence work injuries. Several actions were also conducted by Medco Power as follow up action and preventive for reoccurrence incident, such as eliminate the risk by using safe and proper equipment, install hazard or safety sign in the strategic area, provide procedure and working instruction for safe work method, provide proper personal protective equipment for all workers, and conduct HSE mandatory training for workers.
77. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand)	MedcoEnergi has established Hazard recognition program through Safety card observation cover occupational and process safety, LSR program, health monitoring, weekly incident lesson learn which allows worker to conduct hazard observation, reporting and take the corrective actions. Series of assessment has been conducted in 2022 to evaluate implementation of HSE Management System (HSEMS) practices which help organization to systematically identifies, assesses, controls and monitors operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment.
	Power (Indonesia)	Medco Power has integrated the Health - Safety - Environmental aspects into the HSE Card program which allow worker to conduct hazards observation, report the hazards/risk, and take the action. HSE card is available in manual and application in IOS and Android and all reports will be collected in web-based dashboard to further analysis and assessment by HSE. 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. Refer to HIRADC in hazard management, Medco Power review the existing hazard control and if the hazards/risk value is still high then Medco Power will add additional method of control as follows: 1. Elimination 2. Substitution 3. Isolation 4. Procedures and Warning Sign 5. Training and Monitoring

Indicators/disclosures	Type of entity and location	2022
		6. PPE to reduce hazards/risk value into the acceptance level
78. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia	The rates of fatalities, high-consequence work-related injuries (excluding fatalities) and recordable work-related injuries are calculated based on 1,000,000 hours worked.
79. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia)	No employees or workers have been excluded from this disclosure.
80. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used (GRI 403-9)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia)	The injury rates are calculated as follows: The rate of fatalities as a result of work-related injury per 1,000,000 work hours = (number of fatality)/man-hour x 1,000,000 The rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 work hours = [(number of high-consequence injuries (excluding fatalities)]/man-hour x 1,000,000 The rate of recordable work-related injuries per 1,000,000 work hours = (number of recordable injuries)/man-hour x 1,000,000)
	Oil and gas (Indonesia, Oman and Thailand)	Safety statistics and incident data are collected from each asset according to the Incident Management Document Guideline. This system is widely used for industrial incident rate calculation and classification which complies with the country Government Regulations and refers to Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.
	Power (Indonesia)	Medco Power's safety statistics are calculated from subsidiaries according to incident/accident investigation and reporting procedure (A800/C01/SOPR010014), which complies with the Indonesian Government Regulation (Minister of Manpower Regulation Number 03/MEN/98 regarding Procedure in Reporting and Investigating Accident and Ministry of Manpower and Transmigration Regulation Number PER.01/MEN/1981 regarding Obligation to Report Occupational Illness) and Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.

GRI 405 – Diversity and Equal Opportunity

Indicators/disclosures			Type of entity and location	2022
81. Percentage of individuals within the organization's governance bodies (GRI 405-1)	i.Gender	Female	Corporate	15.38%
		Male		84.62%
	ii. Age group	Under 30 years old	Corporate	-
		30-50 years old		15.38%
		Over 50 years old		84.62%
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).		Corporate	Not available
82. Percentage of employees per employee category (GRI 405-1)	i. Gender	Female	Oil and gas (Indonesia, Oman, Thailand, and Singapore)	19.52%
		Male		80.48%
		Female	Power (Indonesia)	12.76%
		Male		87.24%
	ii. Age group	Under 30 years old	Oil and gas (Indonesia, Oman, Thailand and Singapore)	3.69%
		30-50 years old		73.44%
		Over 50 years old		22.87%
		Under 30 years old	Power (Indonesia)	21.56%
		30-50 years old		68.15%
		Over 50 years old		10.29%
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).		Oil and gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	Not available

GRI 410 – Security Practices

Indicators/disclosures	Type of entity and location	2022
83. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security (GRI 410-1)	Oil and gas (Indonesia)	99.34%
	Power (Indonesia)	100%
84. Whether training requirements also apply to third-party organizations providing security personnel (GRI 410-1)	Oil and gas (Indonesia), Power (Indonesia)	Human rights policies and procedures training is also applied to third-party security personnel.

GRI 412 – Human Rights Assessment

Indicators/disclosures	Type of entity and location	2022	
		Number	Percentage
85. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country (GRI 412-1)	Oil and gas (Indonesia)	1	9.09%
	Power (Indonesia)	Not conducted yet	
86. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations (GRI 412-2)	Oil and gas (Indonesia)	64 hours	
	Power (Indonesia)	-	
87. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations (GRI 412-2)	Oil and gas (Indonesia)	0.17%	
	Power (Indonesia)	-	

Indicators/disclosures	Type of entity and location	2022
88. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening (GRI 412-3)	Oil and gas (Indonesia and Thailand)	Contracts between MedcoEnergi and third-parties using MedcoEnergi's contracts standard have included clauses that the contractor, in countries where MedcoEnergi operates, has committed to comply with applicable laws and regulations and MedcoEnergi's Business Ethics, which include Conflict of Interest and Anti-Bribery and Corruption. These are among the basic expectations in respecting human rights principles.
	Power (Indonesia)	
89. The definition used for 'significant investment agreements' (GRI 412-3)	Oil and gas (Indonesia and Thailand)	Not applicable
	Power (Indonesia)	

GRI 413 – Local Communities

Indicators/disclosures	Type of entity and location	2022
90. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs (GRI 413-1)	Oil and gas (Indonesia, Oman and Thailand)	100%
	Power (Indonesia)	100%

GRI 415 – Public Policy

Indicators/disclosures	Type of entity and location	2022
91. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary (GRI 415-1)	Oil and gas (Indonesia, Oman, and Thailand), Power (Indonesia)	MedcoEnergi does not support political parties and make no contributions or donations to any political party or affiliated organisation in any location wherever we operate.
92. If applicable, how the monetary value of in-kind contributions was estimated (GRI 415-1)	Oil and gas (Indonesia, Oman, and Thailand), Power (Indonesia)	Not applicable

GRI 419 – Socioeconomic Compliance

Indicators/disclosures	Type of entity and location	2022
93. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (GRI 419-1)	Oil and gas (Indonesia, Oman and Thailand), Power (Indonesia)	In 2022, none of MedcoEnergi's operational sites experienced any material penalties or sanctions from non-compliance to environmental, social, and economic laws and regulations.