





REACHING NEW HEIGHTS

PT Medco Energi Internasional Tbk

2022 GRI PERFORMANCE DATA

The page numbering in this GRI Performance
Data is the continuation of the last page of
MedcoEnergi's 2022 Sustainability Report
accessible through https://www.medcoenergi.com/en/page/view/1981.

GRI Performance Data

GRI Performance Data

The list of MedcoEnergi assets in the calculations for all data and information disclosed and assured by KAP PSS - EY, unless otherwise stated in each disclosure item, is as follows:

Name of Assets	2020	2021	2022
Oil & Gas	1. Oman	1. Oman	1. Oman
	2. Block A	2. Block A	2. Block A
	3. South Sumatra Block ¹	3. South Sumatra Block ¹	3. South Sumatra Block 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 Office	12. Malaysia Office	12. Malaysia Office
	13. Jakarta Office	13. Jakarta Office	13. Jakarta Office
		14. Singapore Office	14. Singapore Office
			15. Corridor
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 Sarulla	4. Medco Geothermal Sarulla	4. Medco Geothermal Sarulla
	5. Tanjung Jati B	5. Tanjung Jati B	5. Tanjung Jati B
	6. Bio Jatropha Indonesia ³	6. Bio Jatropha Indonesia ³	6. Bio Jatropha Indonesia ³
	7. Pembangkitan Pusaka Parahiangan ⁴	7. Pembangkitan Pusaka Parahiangan⁴	7. Pembangkitan Pusaka Parahiangan ⁴
	8. Medco Hidro Indonesia	8. Medco Hidro Indonesia	8. Medco Power Indonesia Head Office
	9. Medco Power Indonesia Head Office	9. Medco Power Indonesia Head Office	9. Multidaya Prima Elektrindo ⁵
	10. Multidaya Prima Elektrindo ⁵	10. Multidaya Prima Elektrindo⁵	10. Energi Prima Elektrika ⁵
	11. Energi Prima Elektrika ⁵	11. Energi Prima Elektrika ⁵	11. Medco Cahaya Geothermal
	12. Medco Cahaya Geothermal	12. Medco Cahaya Geothermal	12. Medco Ratch Power Riau ⁶
	13. Medco Ratch Power Riau ⁶	13. Medco Ratch Power Riau ⁶	13. Medcopower Servis Indonesia
	14. Medcopower Servis Indonesia	14. Medcopower Servis Indonesia	14. Medcopower Solar Sumbawa
	15. Medcopower Solar Sumbawa	15. Medcopower Solar Sumbawa	15. Medco Solar Bali Barat
			16. Medco Sumbawa Gas

South Sumatra Block (SSB), Rimau and Lematang represent South Sumatra Region. Mitra Energi Batam, Dalle Energi Batam and Energi Listrik Batam represent Batam IPP.

Bio Jatropha 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	202	20	20	21	202	2
	11010				Value	%	Value	%	Value	%
GRI 205-1	Anti- Corruption	Operations assessed for risks related to	a. Total number and percentage of operations	Oil & Gas Domestic	10	100%	10	100%	11	100%
		corruption	assessed for risks related to corruption	Oil & Gas International	-		-		2	100%1
			(based on Fraud Risk Assessment workshops)	Power	6	43%	6	46%²	8	53%³
			b. Significant risks related to corruption identified through the risk assessment	Corporate	Corporate crime liability, bribery to government officials, procure to pay fraud risk, conflict of interest, United States Office of Foreign Assets Control (OFAC) violations risk.		Corporate crime liability, procure to pay fraud risk, conflict of interest, United States Office of Foreign Assets Control (OFAC) violations risk.		Corporate crime liability risk, procure to pay fraud risk, conflict of interest risk, and international sanction compliance violations risk.	
GRI 205-2	Anti- Corruption	Communication and training on anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to (based on email communication to governance body members)	Corporate	14	100%	14	100%	13	100%
		b. Total number an percentage of employees that the organization anti-corruption policies and procedures	employees that the organization's anti-corruption policies and procedures have been	Oil & Gas	1,959	100%	1,889	100%	2,602	100%
			communicated to (based on email communication to employees regarding anti-corruption policies and procedures)	Power	784	100%	751	100%	807	100%

This number is based on 2 assets: Thailand and Oman.

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 Head Office under a business consideration

This number is based on 15 assets because of several conditions:

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

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	20	20	20	21	202	22
Nullibei	Title				Value	%	Value	%	Value	%
			c. Total number	Oil & Gas	461	100%	420	100%	708	100%
			and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to broken down by type of business partner	Power	were del		business p ugh series		2,039	100%
			d. Total number and percentage of governance body members that have received training on anti- corruption	Corporate	14	100%	14	100%	13	100%
			e. Total number and percentage of employees that have received	Light Education (Oil & Gas)	1,959	100%	1,889	100%	2,602	100%
			training on anti- corruption. Light education	Light Education (Power)	784	100%	751	100%	807	1009
			through emails sent to employees Participative	Participative Training (Oil & Gas)	1,941	99%	1,882	100%	2,578	99.089
			training in both Oil & Gas and Power through the Statement	Participative Training (Power)	768	98%	751	100%	805	99.75%
			of Adherence forms Intensive training	Intensive Training (Oil & Gas)	3,0761	Not appli- cable ¹	275	15%	351	13.499
			provided through classroom training	Intensive Training (Power)	2041	Not appli- cable ¹	94	13%	177	21.939

¹ The number of participants for intensive training includes other than employees (contractors and external stakeholders) and therefore the denumerator cannot be defined. These numbers are not assured by KAP PSS - EY.



GRI 412: Human Right Assessment

GRI Standard Number	GRI Standard Title	Diclosure Title	Individual Disclosure Items	Type of Entity	202	0	202	1	202	2
Humber	1146				Value	%	Value	%	Value	%
GRI 412-1 ¹	Human Rights Assessment	Operations that have been subject to human rights reviews or impact	a. Total number and percentage of operations that have been subject to human rights	Oil & Gas Domestic	1	10%	1	10%	1	9.09%
		assessments	reviews or human rights impact assessments, by country	Power			Not condu	ıcted yet		
GRI 412-2	Human Rights Assessment	Employee training on human rights policies or procedures	a. Total number of hours in the reporting period devoted to training on human	Oil & Gas Domestic	-		435 hours		64 hours	
			rights policies or procedures concerning aspects of human rights that are relevant to operations	Power	Not condu yet	ıcted	7 hours		-	
			b. Percentage of employees trained during the reporting period in human rights policies	Oil & Gas Domestic	-			7.41%		0.17%
		or procedures concerning aspects of human rights that are relevant to operations	Power	Not condu yet	ıcted		0.67%		-	
GRI 412-3 ²	Human Rights Assessment	Significant investment agreement and contracts that include human	a. Total number and percentage of significant investment agreements and	Oil & Gas	Contracts between MedcoEnergi and third parties u MedcoEnergi's contracts standard have included cla that the contractor, in countries where MedcoEnerg operates, has committed to comply with applicable and regulations and MedcoEnergi's Business Ethics, which include Conflict of Interest and Anti-Bribery a Corruption. These are among the basic expectations respecting human rights principles.				lauses gi e laws	
		rights clauses or that underwent human rights screening	contracts that include human rights clauses or that underwent human rights screening	Power					Anti-Bribery	and
			b. The definition used for 'significant	Oil & Gas						
			investment agreements'	Power	Not applicable					
GRI 415: Pu	ıblic Policy									
GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclo	sure Items	202	0	202	n	202	2
GRI 415-1	Public Policy	Political contribution	a. Total monetary value and in-kind political made directly and in the organisation by recipient/beneficiary	contributions ndirectly by country and	make no d	contribut filiated o	tions or don	ations to	al parties and any politication whe	al
			b. If applicable, how th value of in-kind con- estimated		Not applicable					

¹ In 2018, MedcoEnergi has conducted operation-level human rights assessment in Block A. However, MedcoEnergi has also conducted corporate-level human rights assessment in 2022.

² KAP PSS - EY's assurance on GRI 412-3 only covers MedcoEnergi's operations in Indonesia in 2020 and 2021, and Indonesia and Thailand in 2022.

Realising Our Climate Aspirations

GRI 302: Energy - Oil & Gas¹

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual [Disclosure Items	2020*	2021*	2022**
GRI 302-1	Energy	Energy consumption	a. Total fuel co	onsumption organization from	34,736,728.89ª	36,392,836.57ª	36,755,762.58 ^{a,b}
302-1		within the organization	non-renewa	able sources, in and including fuel	- 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	- CNG - Natural gas - Gasoline - Aviation gasoline - Jet fuel (kerosene) - Diessel - Fuel oil - Crude oil
			b. Total fuel co		15,994.16ª	43,347.47ª	107,655.17 ^{a,c}
		from renew	organization rable sources, in and including fuel	- 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	- Gasohol 91/95 (E10) - Gasohol (E20) - Biodiesel B20 (Biosolar B20 and PTT Hyforce) - Biodiesel (B30) - Solar energy	
			c. In gigajoule	es, the total:			
			i. Electricit	y consumption;	92,931.26 ^{d,f,g}	159,849.69 ^{d,h}	162,801.89 ^{e,i}
			ii. Heating	consumption;	-	-	-
			iii. Cooling o	consumption;	-	-	-
			iv. Steam co	onsumption	-	-	-
			d. In gigajoule	es, the total:			
			i. Electricit	y sold;	-	-	
			ii. Heating	sold;	-	-	-
			iii. Cooling s	sold;	-	-	-
			iv. Steam so	old	-	-	-
			e. Total energy within the o gigajoules	consumption organization, in	34,845,654.31 ^{a,d,f,g}	36,596,033.73 ^{a,d,h}	37,026,219.64 ^{a,b,c,e,i}
			f. Standards, i assumption calculation		 The GHG Protocol for Standard from WBC ISO 14064-1:2006 reg organization level for gas emissions and re 	arding specification wit quantification and rep	and Reporting th guidance at the orting of greenhouse
			g. Source of the factors used		Intergovernmental Par	th reference to API Com nel on Climate Change (Gas Inventories - Volume	IPCC) Guidelines for
GRI 302-3	Energy	Energy intensity	a. Energy inte	nsity ratio for the n	2.28a,d,f,g	2.31a.d,h	2,47ª,b.c,e,i,j
				on-specific metric ninator) chosen to ne ratio		GJ/TOE HC product	
			c. Types of end the intensity fuel, electric cooling, stea	Fuel (renewable and non-renewable) and electricity			
			consumption	e ratio uses energy on within the n, outside of it, or		1	

¹ Additional remarks for GRI 302: Energy - Oil & Gas can be found on page 6.



Additional Remarks for GRI 302: Energy - Oil & Gas

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 302-1 and 302-3 (2020-2021)	*	Scope of assurance	MedcoEnergi has recalculated 2020 and 2021 disclosures for GRI 302: Energy for Oil & Gas and the values are not assured by KAP PSS - EY. MedcoEnergi used the same methodologies and tools used during the calculation process in 2020 and 2021 to calculate the GRI 302: Energy disclosures.
GRI 302-1 and 302-3 (2022)	**	Scope of assurance	KAP PSS - EY has provided independent limited assurance on the data. For independent limited assurance on 2020 and 2021 data, please refer to KAP PSS - EY's independent limited assurance statements for the years 2020 and 2021, respectively, on MedcoEnergi's website.
GRI 302-1 and 302-3	а	Scope of assets	The list of assets—International: Oman, Thailand, Singapore Office, and Malaysia Office; Domestic: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang, Madura Offshore, Corridor, and Jakarta Office.
			Corridor acquisition completed in March 2022. Energy from Corridor is included from 2019 as MedcoEnergi's Emission base year started in 2019.
	b	Justification for the increase in fuel consumption from non-renewable sources	Higher compressors fuel gas consumption in South Natuna Sea Block B and drilling activities in Thailand during 2022.
	С	Justification for the increase in fuel consumption from renewable sources	Increasing usage of Biodiesel (B30) in diesel generators and transportations in Offshore and Onshore.
	d	List of assets	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 Office, Singapore Office, Jakarta Office, and Corridor.
	е	List of assets	The list of assets in 2022 that consume energy from purchased electricity consist of Bangkanai, South Sumatra Block, Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia Office, Singapore Office, Jakarta Office, and Corridor.
	f	Justification for Oman's purchased electricity consumption	The total purchased electricity consumption for Oman only covers the energy consumed from purchased electricity in May - December 2020. The electricity consumption in January - April 2020 was not available from the provider.
	g	Justification for the significant increase in purchased electricity consumption	2020 was the first year for Jakarta Office and Oman to disclose their purchased electricity consumption, which was significantly higher compared to other assets.
	h	Justification for the significant increase in purchased electricity consumption	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.
	i	Justification for the increase in purchased electricity consumption	Switching out generators with purchased electricity in Onshore (South Sumatra Block and Bangkanai), and higher electricity consumption in all offices due to COVID-19 restriction relaxation in 2022.
	j	Justification for the increase in energy intensity	Higher compressors fuel gas consumption in South Natuna Sea Block B as well as lower production in Offshore and Corridor as a result of natural decline in 2022.

GRI 302: Energy - Power¹

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022																										
GRI	Energy	Energy	a. Total fuel consumption	13,878,520.83ª	15,275,315.84ª	24,309,197.20 ^b																										
302-1		consumption within the organization	within the organization from non-renewable sources, in gigajoules, and including fuel types used		- Gasoline - Diesel - Natural gas																											
			b. Total fuel consumption	13.13 ^{a,c}	8.88 ^{a,c}	322.02 ^{b,e,f}																										
			within the organization from renewable sources, in gigajoules, and including fuel types used	Biodiesel (B30)	Biodiesel (B30)	- Biodiesel (B30) - Solar energy																										
			c. In gigajoules, the total:																													
			i. Electricity consumption;	3,661.96ª	3,134.81ª	6,806.03b																										
			ii. Heating consumption;	-	-	-																										
			iii. Cooling consumption;	-	-	-																										
			iv. Steam consumption	-	-	-																										
			d. In gigajoules, the total:																													
			i. Electricity sold;	5,275,962.18ª	5,738,838.39ª	9,925,642.40 ^{b,g}																										
			ii. Heating sold;	-	-	-																										
			iii. Cooling sold;	-	-	-																										
																		_	-										iv. Steam sold	-	-	
										e. Total energy consumption within the organization, in gigajoules	8,606,233.74ª	9,539,621.14ª	14,390,682.85 ^{b,h}																			
			f. Standards, methodologies, assumptions, and/or calculation tools used	Standard from WBC - ISO 14064-1:2006 reg	garding specification wit r quantification and rep	th guidance at the																										
			g. Source of the conversion factors used		nel on Climate Change (Gas Inventories - Volume																											
GRI 302-3	Energy	Energy intensity	Energy intensity ratio for the organization	5.86ª	5.97°	5.21 ^b																										
	502-3		b. Organization-specific metric (the denominator) chosen to calculate the ratio		GJ/MWh																											
			 Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all 	Fuel (renewab	ole and non-renewable)	and electricity																										
			 d. Whether the ratio uses energy consumption within the organization, outside of it, or both 		Within the organization																											

Additional remarks for GRI 302: Energy - Power can be found on page 8.



Additional Remarks for GRI 302: Energy - Power

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 302-1 and 302-3	а	Scope of assets	The list of assets in 2020 and 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, and Dalle Energi Batam.
	b	Scope of assets	The list of assets in 2022 – Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, Pembangkitan Pusaka Parahiangan, and Medco Power Indonesia Head Office.
	С	List of assets	The list of assets in 2020 that consumed renewable fuel: Multidaya Prima Elektrindo and Energi Prima Elektrika.
	d	List of assets	The list of assets in 2021 that consumed renewable fuel: Energi Prima Elektrika.
	е	List of assets	The list of assets in 2022 that consumed renewable fuel: Energi Listrik Batam, Mitra Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, and Pembangkitan Pusaka Parahiangan.
	f	Justification for the significant increase in fuel consumption from renewable sources within the organizaton in 2022	The significant increase in fuel consumption from renewable sources is mainly due to increasing biofuel and solar panel usage in additional and existing operational assets.
	g	Explanation on electricity production and electricity sold	The actual production in Energi Listrik Batam, Mitra Energi Batam, Dalle Energi Batam, and Medco Ratch Power Riau were the total amount of electricity produced by the engine and sold to the third-party (PLN), while in Multidaya Prima Elektrindo, Energi Prima Elektrika, Bio Jatropha Indonesia, and Pembangkitan Pusaka Parahiangan, the actual production contains electricity sold to third-party and internal consumption.
	h	Justification for the significant increase in energy consumption within the organization in 2022	The significant increase in energy consumption is mainly due to addition in operational assets. Hence, the amount of electricity production were also increasing in 2022 followed by the increase in energy consumption.

GRI 305: Emissions - Oil & Gas¹

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020**	2021**	2022**					
GRI 305-1	Emissions	Direct (Scope 1)	a. Gross direct (Scope 1) GHG emissions in metric tons of	Oil & Gas	4,760,974.85ª	4,605,470.28 ^b	4,345,147.09 ^{b,c}					
		GHG emissions	CO ₂ equivalent*	JOB Tomori ²	102,277³	92,398	97,333					
			i. Gross direct (Scope 1) GHG emissions from combustion	Oil & Gas	4,390,806.32	4,228,194.38	3,902,450.95					
			ii. Gross direct (Scope 1) GHG emissions from flaring	Oil & Gas	259,934.95	270,897.20	340,562.46°					
			iii. Gross direct (Scope 1) GHG emissions from venting	Oil & Gas	35,361.66	30,302.58	31,308.86°					
	-	iv. Gross direct (Scope 1) GHG emissions from process (feedstock) emissions	Oil & Gas	1,677.74	2,165.63	1,439.19						
						v. Gross direct (Scope 1) GHG emissions from fugitives	Oil & Gas	73,194.17	73,910.48	69,385.62 ⁹		
								b. Gases included in the calculation	Oil & Gas		CO ₂ , CH ₄ , N ₂ O, HFCs	
										 i. Gross direct (Scope 1) GHG emissions from CH₄ in metric tons of CO₂ equivalent 	Oil & Gas	137,972.90°
				ii. Percentage of gross direct (Scope 1) GHG emissions from CH ₄	Oil & Gas	2.90%	2.87%	3.09%				
									c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	Oil & Gas	1,423.33ª	3,724.06 ^b
			 d. Base year for the calculation, if applicable, including: 	Oil & Gas								
			i. The rationale for choosing it	Oil & Gas	MedcoEnergi has select the best representation production before the	n of MedcoEnergi's nor						
			ii. Emissions in the base year	Oil & Gas		5,419,585.82 tCO ₂ e						
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas		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 fac Internal calculation wit Institute (API) Compen Protection Agency Air Intergovernmental Par for National Greenhous	th reference to America dium 2009, United Sta Pollutant-42 (US EPA A nel on Climate Change	tes Environmental P-42) and (IPCC) Guidelines					
					Source of GWP rates: IPCC Fourth Assessmen	nt Report						
			f. Consolidation approach for emissions	Oil & Gas		Operational control						

- Source of emissions for combustion includes stationary combustion, mobile combustion, thermal oxidizer, incinerator, and waste heat boiler from the combustion of the combus
- Source of emissions for combustion includes stationary combustion, mobile combustion, thermal oxidizer, incinerator, and waste heat boiler from MedcoEnergi Air and GHG Emission Calculation Tool Source of emissions for venting includes venting from storage tanks, loading operations, workover activity and specific venting emissions from pneumatic devices and chemical injection pump from MedcoEnergi Air and GHG Emission Calculation Tool Source of emission for process (feedstock) includes dehydration and sulphur recovery unit from MedcoEnergi Air and GHG Emission Calculation Tool Source of emissions for fugitive emissions includes fugitive emissions of CO₂ and CH₄, fugitive emissions of HFCs and aerobic waste water treatment from MedcoEnergi Air and GHG Emission Calculation Tool

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Additional remarks for GRI 305: Emissions - Oil & Gas can be found on page 11-12.

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

Restated from MedcoEnergi 2020 GRI Performance Data due to recalculation using updated version of JOB Tomori's emission calculator (E-calc).



GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020**	202]**	2022**										
	·		g. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	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 Cas (Second Edition), Gulf Professional Publishing, 2019												
GRI 305-2	Emissions	Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent	Oil & Gas	11,405.06 ^{jl,m}	17,709.67 ^{j.n}	24,390.27										
Citizato			b. If applicable, gross market- based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent	Oil & Gas	Not applicable	for MedcoEnergi oper	ating countries.										
			c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	Oil & Gas		CO ₂											
			 d. Base year for the calculation, if applicable, including: 	Oil & Gas													
													i. The rationale for choosing it	Oil & Gas	MedcoEnergi has select the best representation production before the	n of MedcoEnergi's no	
			ii. Emissions in the base year	Oil & Gas		587.62 tCO₂e											
	iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas		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	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)	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 Gener 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: CO2 Emissions per kW Energy Policy and Planning Office, Ministry of Energy of the Kingdom or Thailand Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore										
			f. Consolidation approach for emissions	Oil & Gas		Operational control											
			g. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	- API Compendium 2C - The CHC Protocol for Standard from WBC - ISO 14064-1:2006 reg organization level for gas emissions and re	r Corporate Accounting SD and WRI 2004 garding specification w r quantification and re	vith guidance at the										

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020**	2021**	2022**																																		
GRI 305-4	Emissions	GHG emissions	a. GHG emissions intensity ratio for the organization																																						
		intensity	i. Scope 1	Oil & Gas	311.23ª	291.13 ^b	289.44 ^{b,c,p}																																		
				JOB Tomori ¹	89.57 ²	90.49	84.0																																		
			ii. Scope 1 + Scope 2	Oil & Gas	311.98 ^{a,j,l,m}	292.25 ^{b,j,n}	291.07 ^{b,c,k,o,}																																		
					b. Organization-specific metric (the denominator) chosen to calculate the ratio	Oil & Gas	tCO ₂ e	/1,000 TOE HC product	t																																
							c. Types of GHG emissions included in the intensity ratio; whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	Oil & Gas	- Direct (Scope 1) GHG e - Direct (Scope 1) + Ener sources	mission sources gy indirect (Scope 2) Gl	HG emission																														
			d. Gases included in the calculation; whether CO ₂ , CH _a , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all	Oil & Gas	C	CO ₂ , CH ₄ , N ₂ O, HFCs																																			
GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020***	2021***	2022****																																		
GRI 305-7	oxides (NO _x), sulfur	Significant air emissions, in tonnes, for each of the following:	Oil & Gas																																						
		oxides (SO _x), and other	i. NO _x (tonne/year)	Oil & Gas	11,435.63ª	5,607.75b	5,702.07 ^{b,c}																																		
		significant air	ii. SO _x (tonne/year)	Oil & Gas	591.97ª	765.45b	697.63 ^b																																		
		emissions	emissions -	emissions –	emissions –				emissions –	emissions –	emissions –	emissions –	emissions –	emissions –	emissions –	emissions –	emissions –	emissions –	emissions —													emissions –	emissions –	emissions –			iii. Persistent organic pollutants (POP)	Oil & Gas		Not applicable	
			iv. Volatile organic compounds (VOC, tonne/year)	Oil & Gas	1,481.93ª	1,430.28 ^b	2,032.69 ^b :																																		
			v. Hazardous air pollutants (HAP)	Oil & Gas		Not applicable																																			
			vi. Particulate matter (PM, tonne/year)	Oil & Gas	215.54ª	225.63b	246.03 ^b																																		
			vii. Other standard categories of air emissions identified in relevant regulations	Oil & Gas		Not available																																			
		_	Ŀ	b. Source of the emissions factors used	Oil & Gas	Internal calculation with Institute (API) Compendi Environmental Protection 42).	um 2009 and United S	States																																	
			c. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	greenhouse gas emiss - Minister of Environme	Corporate Accounting and WRI 2004 rding specification with for quantification and lions and removals nt of the Republic of In Year 2012 regarding G	h guidance at reporting of ndonesia uidelines for																																		

Additional remarks for GRI 305: Emissions - Oil & Gas

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1, 305-2, 305-4 (2020- 2022)	**	Scope of assurance	MedcoEnergi has recalculated and restated 2019 (disclosed as base year emissions in this Report), 2020, and 2021 Oil & Gas data, please refer to 2022 Sustainability Report page 93 on the reason for restatement. KAP PSS - EY has provided independent limited assurance on the data (excluding JOB Tomori). For independent limited assurance on 2019, 2020, and 2021 data prior to restatement, please refer to KAP PSS - EY's independent limited assurance statements for the years 2019, 2020, and 2021, respectively, on MedcoEnergi's website.
GRI 305-7 (2020-2021)	***	Scope of assurance	MedcoEnergi has recalculated 2020 and 2021 disclosures for GRI 305-7: Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions for Oil & Gas and the values are not assured by KAP PSS - EY. MedcoEnergi used the same methodologies and tools used during the calculation process in 2020 and 2021 to calculate the GRI 305-7: Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions disclosures.

Joint Operating Body Pertamina - Medco E&P Tomori Sulawesi (JOB Tomori) is a non-operating asset, therefore the numbers reflect 30% MedcoEnergi's working interest and these numbers are not assured by KAP PSS - EY.
 Restated from MedcoEnergi 2020 GRI Performance Data due to recalculation using updated version of JOB Tomori's emission calculator (E-calc).

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GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-7 (2022)	****	Scope of assurance	KAP PSS - EY has provided independent limited assurance on the data. For independent limited assurance on 2020 and 2021 data, please refer to KAP PSS - EY's independent limited assurance statements for the years 2020 and 2021, respectively, or MedcoEnergi's website.
GRI 305-1, 305-4, and 305-7	а	Scope of assets	The list of assets in 2020 that calculate Scope 1 GHG emissions—International: Oman, Thailand and Malaysia Office; Domestic: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang, Madura Offshore, Corridor, and Jakarta Office.
			Corridor acquisition completed in March 2022. Emission from Corridor is included from 2019 as MedcoEnergi's Emission base year started in 2019.
	b	Scope of assets	The list of assets in 2021 and 2022 that calculate Scope 1 GHG emissions—International: Oman and Thailand; Domestic: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang, Madura Offshore, Corridor, and Jakarta Office.
			Corridor acquisition completed in March 2022. Emission from Corridor is included from 2019 as MedcoEnergi's Emission base year started in 2019.
	С	Justification for the decrease in Scope 1 GHG emissions	Lower due to decline of high ${\rm CO_2}$ fields (Corridor).
	d	Justification for the increase in Scope 1 GHG emissions from flaring	Higher due to plant maintenance (Block A) and more well activities (Lematang).
	е	Justification for the increase in Scope 1 GHG emissions from venting	Higher drilling activities in Thailand in 2022.
	f	Justification for the decrease in Scope 1 GHG emissions from process (feedstock)	Lower due to dehydration unit optimization in Grati OPF (Onshore Production Facility).
	g	Justification for the decrease in Scope 1 GHG emissions from fugitives	Lower fugitive emissions due to several equipment shut-in align with the production decline (Offshore).
	h	Justification for the increase in methane emissions	Higher methane emissions due to more well activities (Thailand and Lematang) and plant maintenance (Block A).
	i	Justification for the increase in biogenic CO ₂ emissions	Higher biogenic ${\rm CO_2}$ emissions due to increasing usage of Biodiesel (B30) in diesel generators and transportations in Offshore and Onshore.
GRI 305-2 and 305-4	j	List of assets	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 Office, Singapore Office, Jakarta Office, and Corridor.
	k	List of assets	The list of assets in 2022 that consume energy from purchased electricity consist of Bangkanai, South Sumatra Block, Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia Office, Singapore Office, Jakarta Office, and Corridor.
	I	Justification for Oman's purchased electricity data	The total Scope 2 GHG emissions for Oman only covers the emissions resulted from purchased electricity in May - December 2020. The electricity consumption in January April 2020 was not available from the provider.
	m	Justification for the significant increase in purchased electricity consumption	2020 was the first year for Jakarta Office and Oman to disclose their purchased electricity consumption, which was significantly higher compared to other assets.
	n	Justification for significant increase in Scope 2 GHG emissions	2021 was the first year for Grati Onshore Processing Facilities (OPF) in Sampang to switch its power source from natural gas generator to purchased electricity, which cause significant increase in total Scope 2 GHG emissions figures.
	0	Justification for the increase in Scope 2 GHG emissions	Switching out generators with purchased electricity in Onshore (South Sumatra Block and Bangkanai), and higher electricity consumption in all offices due to COVID-19 restriction relaxation in 2022.
GRI 305-4	р	Justification for the lower GHG emissions intensity Scope 1 and Scope 1+2	Lower GHG emissions intensity due to lower GHG emissions align with the decline of high ${\rm CO_2}$ fields (Corridor).
GRI 305-7	q	Justification for higher NO _x emissions	Higher NO_{x} emission due to more drilling activities (Thailand).
	r	Justification for lower SO _x emissions	Lower SO emission due to Equipment Optimization in Block A and lower production during acid gas fracturing in Lematang.
	S	Justification for higher VOC emissions	Higher VOC emission due to additional VOC emission from condensate storage tank in Offshore (Sampang).
	t	Justification for higher PM emissions	Higher PM emission due to more drilling activities (Thailand).

GRI 305: Emissions - Power¹

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022		
GRI 305-1	Emissions	Direct (Scope 1)	a. Gross direct (Scope 1) GHC emissions in metric tons of CO ₂ equivalent	779,372.59ª	857,807.80 ⁶	1,365,141.13 ^b		
		GHG emissions	b. Gases included in the calculation		CO ₂ , CH ₄ , N ₂ O			
			c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent	1.28	0.86	4.60		
			d. Base year for the calculation, if applicable, including:					
			i. The rationale for choosing it		Not applicable			
			ii. Emissions in the base year		Not applicable			
	iii. The context for any significant Not applicab 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	Greenhouse Gas Em - Intergovernmental I	sia Implementation Gu	(II - Volume 1 Year 2012 age (IPCC) Guidelines		
				Source of GWP rates: IPCC Fourth Assessment Report				
			f. Consolidation approach for emissions		Operational control			
		assumptions, and/or calculation tools used 5 tandard from WBCSD and 5		CSD and WRI 2004 egarding specification vel for quantification a hissions and removals esia Implementation G	ing specification with guidance at quantification and reporting of			
GRI 305-2	Emissions	Energy indirect (Scope	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of $\mathrm{CO_2}$ equivalent	56.51°	818.53 ^{e,}	1,760.47 ^f		
		2) GHG emissions	 b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent 	Not applicable	e for MedcoEnergi ope	rating countries		
			c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all		CO ₂			
			d. Base year for the calculation, if applicable, including:					
			i. The rationale for choosing it		Not applicable			
			ii. Emissions in the base year		Not applicable			
			 iii. The context for any significant changes in emissions that triggered recalculations of base year emissions 		Not applicable			
			e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GHG Emissions Factor of Electricity System Year 2018, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia	GHG Emissions Factor of Electricity System Year 2019, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia	GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia		
			f. Consolidation approach for emissions		Operational control			
			g. Standards, methodologies, assumptions, and/or calculation tools used	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				

Additional remarks for GRI 305: Emissions - Power can be found on page 14.



GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022																																								
GRI 305-4	Emissions GHG emissions		a. GHG emissions intensity ratio for the organization																																											
		intensity	i. Scope 1	0.53ª	0.54ª	0.49 ^b																																								
			ii. Scope 1 + Scope 2	0.53 ^{a,d}	0.54 ^{a,e,g}	0.50 ^{b,c,f,}																																								
			b. Organization-specific metric (the denominator) chosen to calculate the ratio		tCO ₂ e/MWh																																									
			c. Types of GHG emissions included in the intensity ratio; whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	- Direct (Scope 1) GHG e - Direct (Scope 1) + Energing sources	mission sources gy indirect (Scope 2) GH	IG emission																																								
			d. Gases included in the calculation; whether $\mathrm{CO_2}$, $\mathrm{CH_4}$, $\mathrm{N_2O}$, HFCs, PFCs, $\mathrm{SF_6}$, $\mathrm{NF_3}$, or all		CO ₂ , CH ₄ , N ₂ O																																									
GRI 305-7	Emissions	Nitrogen oxides	a. Significant air emissions, in tonnes, for each of the following:																																											
									(NO _x), sulfur oxides (SO _y),	oxides (SO _x),			(NO _x), sulfur oxides (SO _x),												oxides (SO _x),		(NO ₂), sulfur			oxides (SO _x),	oxides (SO_x),	i. NO _x (tonne/year)	1,790.91ª	2,973.26ª	4,416.51											
		and other and significant	ii. SO _x (tonne/year)	381.47ª	414.76ª	136.11																																								
		air emissions	iii. Persistent organic pollutants (POP)		Not applicable																																									
			iv. Volatile organic compounds (VOC, tonne/year)		Not applicable																																									
			v. Hazardous air pollutants (HAP)		Not applicable																																									
			vi. Particulate matter (PM, tonne/year)	180.10ª	216.50ª	336.27																																								
			vii.Other standard categories of air emissions identified in relevant regulations		Not available																																									
			b. Source of the emissions factors used		Not applicable																																									
			c. Standards, methodologies, assumptions, and/or calculation tools used	Minister of Environment and Forestry of the Republic of Indonesia, Regulation Number 15 Year 2019 regarding Emission Quality Standards for Thermal Power Plants																																										

Additional remarks for GRI 305: Emissions - Power

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1, 305-4 and 305-7	a	Scope of assets	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 305-1, 305-4 and 305-7 b Scope of assets c Justification for t significant increase Scope 1 GHG emin 2022 d List of assets e List of assets f List of assets g Justification for t significant increase Scope 2 GHG emin	Scope of assets	The list of assets in 2022 – Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, Pembangkitan Pusaka Parahiangan, and Medco Power Indonesia Head Office.	
	С	Justification for the significant increase in Scope 1 GHG emissions in 2022	The significant increase in Scope 1 GHG emission in 2022 is mainly due to addition in operational assets. Hence, the increase in the electricity production in 2022 was followed by the increase in Scope 1 GHG emissions.
GRI 305-2	d	List of assets	The list of assets in 2020 that produced Scope 2 GHG emissions consist of Energi Listrik Batam, Mitra Energi Batam, and Dalle Energi Batam.
	е	List of assets	The list of assets in 2021 that produced Scope 2 GHG emissions consist of Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, and Dalle Energi Batam.
	f	List of assets	The list of assets in 2022 that produced Scope 2 GHG emissions consist of Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, Pembangkitan Pusaka Parahiangan, and Medco Power Indonesia Head Office.
	g	Justification for the significant increase in Scope 2 GHG emissions in 2021	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 operations when there was an engine shutdown/breakdown.
	h	Justification for the significant increase in Scope 2 GHG emissions in 2022	The total Scope 2 GHG emissions in 2022 includes imported electricity in Energi Listrik Batam, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, and Pembangkitan Pusaka Parahiangan which were directly imported from PLN Grid. The imported electricity were mainly used for asset's operations when there was an engine shutdown/breakdown.

O8 Creating Opportunities for Communities

GRI 203: Indirect Economic Impacts

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
GRI 203-1	Indirect Economic Impacts	Infrastructure Investments and services provided	Extent of development of significant infrastructure investments and services supported		d on the Investments i ergi Sustainability Repo	
			b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant	Investments in infrastructure in MedcoEnergi covers among others: - Road and bridge rehabilitation or development which brings better and extended access for local communities. - Public facilities construction or renovation for mosques, schools, wells for clean water, drainage systems, housing for vulnerable groups, evacuation routes, solar street lamps, village libraries and public areas, sports facilities, and organic plant farming infrastructure. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.	Investments in infrastructure in MedcoEnergi covers among others: - Road and bridge rehabilitation or development which brings better and extended access for local communities. - Public facilities construction or renovation for mosques, schools, 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.	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.
			c. Whether these investments and services are commercial, in-kind, or pro bono engagement	investments and mmercial, in-kind, All investments in infrastructure are i		are in-kind.



GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
Standard	Indirect Economic Impacts	Significant Indirect Economic Impacts	Examples of significant identified indirect economic impacts of the organisation, including positive and negative impacts	Information on the Social Return on Investment (SROI) results of Honey Bee Cultivation program in Lematang is provided in 2020 MedcoEnergi 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 Islands Regency in 2021 is provided in 2021 MedcoEnergi Sustainability Report page 97.	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 5 schools in Anambas Islands Regency in 2022 and Thailand's Preparatory and Knowledge Increase Project are provided in 2022 MedcoEnergi Sustainability Report on page 116-117.
			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 provided along with the SROI results in 2020 MedcoEnergi Sustainability Report page 49.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2021 MedcoEnergi Sustainability Report Chapter 8 - Creating Opportunity for Communities page 97.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2022 MedcoEnergi Sustainability Report Chapter 8 - Creating Opportunity for Communities page 117 and 120.

Investments in Infrastructure¹ (GRI 203-1)

No.	Operations	2020	USD	2021	USD	2022	USD
1	Oman	-	-	-	-		-
2	Block A	Mosque renovation Bridge rehabilitation Road rehabilitation School facilities renovation Health facilities renovation & support Public & social facility rehabilitation Clean water facility		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	Mosque renovation School facilities renovation Street lightling support Social & public facilities rehabilitation support Farming facilities support Road rehabilitation Cleaned water facilities Ruang Bermain Ramah Anak (RPTRA) construction support Housing construction for vulnerable group	429,856
3	South Sumatra Block	School facilities renovation Mosque renovation Village road rehabilitation Bridge rehabilitation Public facility support Village culvert rehabilitation Public toilet construction Village library construction Clean water drilling well Three-wheeled motorbikes library	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	Road & bridge rehabilitation School facilities Mosque renovation Sport facilities support Clean water facilities Vocational center facilities support Public & social facility renovation	132,128

¹ These investments are for 100% participating interest.

No.	Operations	2020	USD	2021	USD	2022	USD
4	Rimau	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	Road & bridge rehabilitation School facilities Mosque renovation Sport facilities support Clean water facilities Vocational center facilities Support Public & social facility renovation	34,066
5	South Natuna Sea Block B	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 ·	Geopark Natuna	113,219	Solar powered street lighting Electricity program for vulnerable families Construction of Ruang Publik Terpadu Ramah Anak (RPTRA) Village hall renovation Construction of Community Learning Center (Rumah Pintar)	68,640
6	Lematang	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	 Road & bridge rehabilitation Mosque renovation School facilities Social & public facilities support 	24,738
7	Tarakan	Support to social and public facilities		Road rehabilitation Mosque renovation Children park construction Learning center facility improvement Desa Proklim (Program Kampung Iklim) facility support	5,540	 Mosque/church renovation Road rehabilitation Pos Keamanan Lingkungan (Poskamling) renovation School facilities renovation 	1,727
8	Bangkanai	School building construction Village road rehabilitation Clean water facilities construction	195,000 -	Road & bridge rehabilitation School construction	203,368	Tourism area construction & kids playground Bridge construction Social facility construction Mosque renovation Drinking water facility construction	81,482
9	Madura Offshore	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	Construction of public toilet and mosque Sea parry construction Road & school yard Rehabilitation Drainage canals construction	39,453
10	Sampang	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	Mosque facility rehabilitation Public toilet construction Water canal construction Road rehabilitation Water well drilling Sports facility, street lighting, folding ladder Emporium Plaza construction in Trunojoyo Monument Park	59,529
11	Bualuang, Thailand			Public facilities for selling food product Blue Crab Bank building	4,389	School roof replacement Children centre renovation support School facilities support Pavillions for local food business	16,758



No.	Operations	2020	USD	2021	USD	2022	USD
12	Corridor	-	-	-	-	Public & social facilities support	10,976
	Subtotal Oil & Gas		696,907		1,014,081		899,352
1	Power	Road improvement Bridge renovation School renovation	58,085	B 1 12 6 2000	17,869	Housing support for vulnerable people Public facilities support Electricity support for vulnerable people Mosque/church renovation	5,777
	Subtotal Power		58,085		17,869		5,777
	Total		754,992		1,031,951		905,129

GRI 413: Local Communities

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
GRI 413-1	Local Communities	Operations with local community engagement, impact assessments, and development programs ¹	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%	Oil & Gas: 100% Power: 100%

The operations included in the calculations are all MedcoEnergi operations excluding Jakarta Office, Malaysia Office, Singapore Office, Medcopower Servis Indonesia, Medco Sumbawa Gas, and Medco Solar Bali Barat. 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.

Sustainable Livelihood & Community Development¹ (GRI 413-1)

No.	Operations	2020	USD	2021	USD	2022	USD
1	Oman	-	-	-	-	Sponsorship young talent to participate Areei Distinguished Services LLC	779
2	Block A	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	Community learning center program Program facilitator Students scholarship Horticulture and cultivation program (ginger, chilli, banana, papaya, nilam and corn) Organic farming support program (training, facilitator, facilities and monitoring) Honey bee cultivation program Pond fish program	132,621
3	South Sumatra Block	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	Local processed fish business support Workshop & study on pipelines impacts Fishery program (pond fish & lebak lebung) Local catering business support Food resilience support program Program facilitator	33,499
4	Rimau	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 Catfish program Moringa cultivation program Mechanical training Job training progam (Kab. Musi Banyuasin joint program) Lebak Lebung - based community program	24,577	Small business enterprise development program Program facilitator Herb medicine program Fishery program (fish feed and lebak lebung)	25,077
5	South Natuna Sea Block B	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	University students scholarship Teacher training - distance learning Distance learning tools support Stunting prevention program Environmental sanitation program Grouper cultivation program Support for SMEs market development Food resilience support program Pangeran island development Coral reef transplants program Household waste management program Mangrove nurseries program Village disaster mitigation program Development of ecotourism based on raflesia patma flower Social mapping study & community strategic plan formulation	297,715

¹ These investments are for 100% participating interest.



No.	Operations	2020	USD	2021	USD	2022	USD
6	Lematang	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	Program facilitator Small business support Tourism village development support Tree seeds planting - green program Forest fire prevention socialization	13,197
7	Tarakan	Organic farming mentoring program Mobile library Honey bee and durian montong cultivation Culture program support	34,612	Mobile library activities E-commerce program (SME program) Organic agribusiness program	26,613	SMEs product promotion	525
8	Bangkanai	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	Capacity building for village heads & officers Heavy equipment training Health cadre capacity building Local economic development Revegetation/green program	32,844
9	Madura Offshore	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 Moman 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 Farming equipment support Youth program support Woman group activity support Environment program Environment program	66,579	Capacity building Fisherman group capacity development program Farming/agricultural business development program MSME business development support Youth development support (automotive repair and pencak silat) Economic development program for fisherman group Sakura & matoa planting program Green program Program facilitator	96,033
10	Sampang	Monitoring and mentoring CSR program implementation Fishermen group equipment support Youth program Women empowerment program Community activities Equipment support	75,742		83,912	Capacity building and fishing equipment for fishermen group Equipment for sewing, pastry and catering activities business Carpentry equipment and community activities equipment Sonokembang and tabebuya planting program Green program Program facilitator	106,340

No.	Operations	2020	USD	2021	USD	2022	USD
11	Bualuang, Thailand	Food for Sustainable Lives (FSL) project Natural food container project Craft paper from pulping of palm bunch project	22,411	Community well being program	34,409	 Green mussel farming Fisheries support (equipment and boat) Student lunch program support Scholarship support Earthworm farming 	54,754
12	Corridor	-	-	-		Community-based educational institutional & capacity building program Educational funding support (college-level scholarship) Program synergy with MUBA district government on vocational center development program Nutrition cadre and village health management strengthening program Rubber cultivation program Local business development program Upstream oil & gas green program	328,537
	Subtotal Oil & Gas		624,172		522,810		1,121,920
1	Power	Catfish cultivation training Women entrepreneur small enterprise	1,181	Support on small enterprise	1,477	Electricity for the unfortunate households Donation for vulnerable people (electricity, food, and sewing machine)	10,256
	Subtotal Power		1,181		1,477		10,256
	Total		625,353		524,287		1,132,176

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

No.	Operations	2020	USD	2021	USD	2022	USD
1	Oman	Miscellaneous programs	6,495	Miscellaneous programs	2,598	 Donation of Shaheen Cyclone affected staff Support Shaleem festival and the Hallaniyat event 	8,314
2	Block A	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	Health program (socialization, health food support) Logistic support for flood area School facilities support	67,126
3	South Sumatra Block	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	 School supplies support Community social activities Vulnerable support 	4,750

 $^{^{\}mbox{\scriptsize 1}}$ These investments are for 100% participating interest.



No.	Operations	2020	USD	2021	USD	2022	USD
4	Rimau	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	Health program (socialization, equipment, service, and COVID-19 vaccination) Transportation support for students Community social activities support School equipment support Sport equipment support Food support for vulnerable people Green program participation Waste management activities support National disaster relief	23,304
5	South Natuna Sea Block B	Social assistance for disaster management COVID-19 handling support	50,388	National disaster reliefBook donation	16,278	Earthquake & flood relief program Support for vulnerable group	12,905
6	Lematang	Medical equipment support Sport equipment support Health support through joint sport activities COVID-19 handling program support	5,992	COVID-19 handling support National disaster relief Webinar on parenting	6,624	Health socialization, examination & equipment Sport tournament Fire fighting equipment support	14,075
7	Tarakan	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	Tidung culture support Safety riding socializaton Tarakan literacy & kaligrafi festival Health and stunting prevention program (examination, food support, and COVID-19 vaccination) Garbage bin and waste bank support	3,163
8	Bangkanai	Natural disaster assistance	7,904	Forest fire prevention socialization Support to fire incident Support on communities in flooding area	9,079	Forest fire prevention program support	1,000
9	Madura Offshore	Community activities equipment support	9,518	 COVID-19 handling support Humanity relief Religious activity facilities support 	20,702	Community social activites support Earthquake relief program	7,734
10	Sampang	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	 Community social activities support Earthquake relief program 	21,725
11	Bualuang, Thailand	Support on education, environment, community, and others	116,673	Support on hygiene & sanitation, environment, community, and others COVID-19 handling support	94,093	National event support Professional membership Anti knock helmet Food support for vulnerable people Sport event support	23,650

No.	Operations	2020	USD	2021	USD	2022	USD
12	Corridor	-	-	-	-	National disaster relief program	17,000
	Subtotal Oil & Gas		317,055		383,789		204,745
	Power	COVID-19 mitigation support Community event support, contribution to 75th Independence day celebration Support to community religious event: Eid al-Adha and Christmas event donations HSE workshop/ socialization to community Food aid to fishermen groups in Jepara Regency during drought season Public facilities and infrastructure support: water pump and clean water facilities donation, Mosque facility, reading facilities, public roads, school, statue rehabilitation, irrigation system Blood donation Staple food support to orphanage	60,033	 Public facilities support Donation to orphanage Supplement support for COVID-19 mitigation 	41,966	Donation to orphanage Internship program Employee food and health support Donation qurban Donation independence day Self service donations Donation for religious event Community event support	62,358
	Subtotal Power		60,033		41,966		62,358
	Total		377,088		425,754		267,103

GRI 410: Security Practices

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020	2021	2022
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 organization's human rights	Oil & Gas	79.67%	98.43%	99.34%
			policies or specific procedures and their application to security	Power	100%	100%	100%
			b. Whether training requirements also apply to third-party	Oil & Gas	Human rights policies an		ning is also applied to
			organizations providing security personnel	Power	third-party security persor	nnel.	



Empowering Our People

Disciousne manipoyees and other workers'	GRI Standard Number	GRI Standard Title	Disclosure Title	Indiv	idual Disclosure	eltems	Entities	2020	2021
Maile	GRI 102-8		on employees and other	employme	ent contract (per				
Temporary Female			Gender	Oil & Gas	Permanent	Female		427	419
Power						Male		1,752	1,706
Power					Temporary	Female		3	2
Maile						Male		45	43
Temporary Female 11				Power	Permanent	Female		70	82
Maile 14.3						Male		560	586
B. Total number of employees by employment contract (permanent and temporary), by region International					Temporary	Female		11	12
Region Oil & Cas International						Male		143	7
Oman 185 185 186 186 186 187 186 187				employme	ent contract (per	s by manent and			
Thailand (Bangkok Office)			Region	Oil & Gas			International		
Thailand (Bualuang) 38							Oman	185	186
Singapore Office							Thailand (Bangkok Office)	45	44
Domestic							Thailand (Bualuang)	38	39
Block A 153 153 153 154 155							Singapore Office		12
South Sumatra Block							Domestic		
Rimau 97 1							Block A	153	155
South Natuna Sea Block B 338 3							South Sumatra Block	181	158
Lematang 27 Tarakan 29 Jakarta Office 1,077							Rimau	97	10!
Tarakan 29 Jakarta Office 1,077 1,0 Bangkanai 42 Sampang² 15 Power Medco Power Indonesia 99 1 Head Office Pembangkitan Pusaka 22 Parahiangan (Cianjur) Bio Jatropha Indonesia 19 (Cianjur) Medco Cahaya Geothermal 11 (Jakarta) Mitra Energi Batam & Dalle Energi Batam (Batam) 46 Multidaya Prima Elektrindo 21							South Natuna Sea Block B	338	322
Jakarta Office							Lematang	27	25
Bangkanai							Tarakan	29	27
Sampang² 15 Power							Jakarta Office	1,077	1,040
Power Medco Power Indonesia 99 1 Head Office Pembangkitan Pusaka 22 Parahiangan (Cianjur) Bio Jatropha Indonesia 19 (Cianjur) Medco Cahaya Geothermal 11 (Jakarta) Mitra Energi Batam & Dalle Energi Batam (Batam) ³ Energi Listrik Batam (Batam) 46 Multidaya Prima Elektrindo 21							Bangkanai	42	40
Head Office Pembangkitan Pusaka 22 Parahiangan (Cianjur) Bio Jatropha Indonesia 19 (Cianjur) Medco Cahaya Geothermal 11 (Jakarta) Mitra Energi Batam & Dalle Energi Batam (Batam) 46 Multidaya Prima Elektrindo 21							Sampang ²	15	12
Parahiangan (Cianjur) Bio Jatropha Indonesia 19 (Cianjur) Medco Cahaya Geothermal 11 (Jakarta) Mitra Energi Batam & Dalle 130 Energi Batam (Batam) ³ Energi Listrik Batam (Batam) 46 Multidaya Prima Elektrindo 21				Power				99	109
(Cianjur) Medco Cahaya Geothermal (Jakarta) Mitra Energi Batam & Dalle Energi Batam (Batam) ³ Energi Listrik Batam (Batam) 46 Multidaya Prima Elektrindo 21								22	23
(Jakarta) Mitra Energi Batam & Dalle Energi Batam (Batam) ³ Energi Listrik Batam (Batam) 46 Multidaya Prima Elektrindo 21								19	19
Energi Batam (Batam) ³ Energi Listrik Batam (Batam) 46 Multidaya Prima Elektrindo 21							Medco Cahaya Geothermal (Jakarta)	11	14
Multidaya Prima Elektrindo 21							Mitra Energi Batam & Dalle Energi Batam (Batam)³	130	74
							Energi Listrik Batam (Batam)	46	48
								21	22

Total employees for this disclosure reflect the number of employees on all assets assured by KAP PSS - EY. Employees movement to MedcoEnergi's entities outside the assets assured by KAP PSS - EY is not included in the calculation.

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

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	Indi	vidual Disclosui	e Items	Entities	2020	2021
						Energi Prima Elektrika (Palembang)	24	23
						Tanjung Jati B (Jepara)	250	239
						Medco Geothermal Sarulla (Tapanuli Selatan)	101	105
						Medcopower Servis Indonesia (Pekanbaru)	36	44
						Medcopower Solar Sumbawa (Sumbawa)	4	3
						Medco Ratch Power Riau (Jakarta Head Office)	21	23
				nber of employed ent type (full-tim gender				
			Oil & Gas	Full-time	Female		430	42
					Male		1,797	1,749
				Part-time	Female		-	
					Male		-	
			Power	Full-time	Female		81	9
					Male		703	65
				Part-time	Female		-	
					Male		-	
			organizat by worker applicable and scale	a significant port on's activities ar is who are not er e, a description o of work perform ot employees	e performed nployees. If of the nature			
			Oil & Gas				Project based include Drilling and Engineerin Procurement a Construction (I	g ng, and
			Power				Project based a include Engine Procurement a Construction (I	eering, and
			numbers 102-8-b, a	icant variations i reported in Discl nd 102-8-c (such in the tourism o)	osures 102-8-a, as seasonal			
			Oil & Gas				Not appli	cable
			Power				ічот арріі	cable
				nation of how the n compiled, inclu ons made				
			Oil & Gas				The data have	
			Power				compiled from database and compilation.	



GRI 2-7: Employees

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual	Disclosure Items	Entities	2022 Total
Number	litie					Total
CRI 2-7	General Disclosure	Employment ^{1,2}			and a breakdown by gender and region	
			Oil & Gas	International		
				Female		49
				Male		234
				Domestic		
				Female		459
				Male		1,860
			Power	Female		103
				Male		704
		Region	Oil & Gas		International	
					Oman	189
					Thailand (Bangkok Office)	51
					Thailand (Bualuang)	32
					Singapore Office	11
					Domestic	350
					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 ³	15
					Corridor	237
			Power		Medco Power Indonesia Head Office Pembangkitan Pusaka Parahiangan (Cianjur)	126
					Bio Jatropha Indonesia (Cianjur)	19
					Medco Cahaya Geothermal (Jakarta)	18
					Mitra Energi Batam & Dalle Energi Batam (Batam) ⁴	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
					Medco Ratch Power Riau (Kantor Pusat Jakarta)	24
					Medco Sumbawa Gas (Sumbawa)	9
					Medco Solar Bali Barat (Bali Barat)	11

GRI 2-7 indicators related to non-guaranteed hours employees and part-time employees are not applicable to MedcoEnergi and therefore omitted in this Sustainability Report. MedcoEnergi does not have non-guaranteed hours employees and all MedcoEnergi employees are full-time employees.

Total employees for this disclosure reflect the number of employees on all assets assured by KAP PSS - EY. Employees movement to MedcoEnergi's entities outside the assets assured by KAP PSS - EY is not included in the calculation.

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

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

GRI	GRI	Disclosure		Disclares 11.	months o	20	22
Standard Number	Standard Title	Title	Individual	Disclosure Items	Entities	Permanent	Temporary
			b. Total nun	nber of employees I	by employment contract, by gender	and region	
			Gender	Oil & Gas	International		
					Female	49	-
					Male	202	32
					Domestic		
					Female	457	2
					Male	1,853	7
				Power	Female	85	18
					Male	609	95
			Region	Oil & Gas	International		
					Oman	158	31
					Thailand (Bangkok Office)	51	-
					Thailand (Bualuang)	32	-
					Singapore Office	10	1
					Domestic		
					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 ¹	13	2
					Corridor	237	-
				Power	Medco Power Indonesia Head Office	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)²	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
					Medco Ratch Power Riau (Jakarta Head Office)	17	7
					Medco Sumbawa Gas (Sumbawa)	5	4
					Medco Solar Bali Barat (Bali Barat)	5	6

Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
 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	Entitles	2022			
			c. Describle the methodologies	and assumptions used to cor	mpile the data			
				Oil & Gas	The data have been compiled			
				Power from database ar compilation.				
			d. Report contextual information	on necessary to understand th	e data reported under GRI 2-7			
				Oil & Gas	The majority of workers are full			
				Power	time, permanent employees.			
			e. Describe significant fluctuati between reporting periods	ons in the number of employe	ees during the reporting period and			
				Oil & Gas				
				Power	Not applicable			

CDI 401: Employment

GRI Standard Number	GRI Standard Title		losure itle	Individual Disclosure Items	Entities	202	20	202	n	202	2
Number	Title			items		Total	%	Total	%	Total	%
GRI 401-1	Employment	New em hires and employe turnover	d e	new empl	ber and rate of oyee hires during ing period:						
		Age Group	Oil & Gas	Under 30 years old		13	0.58%	10	0.46%	16	0.619
				30-50 years old		14	0.63%	19	0.88%	14	0.549
				Over 50 years old		4	0.18%	1	0.05%	-	
			Power	Under 30 years old		58	7.40%	30	3.99%	49	6.079
				30-50 years old		27	3.44%	21	2.80%	44	5.45%
				Over 50 years old		5	0.64%	2	0.27%	9	1.129
		Gender	Oil &	Female		15	0.67%	10	0.46%	7	0.27
			Gas	Male		16	0.72%	20	0.92%	23	0.88
			Power	Female		9	1.15%	12	1.60%	19	2.35
				Male		81	10.33%	41	5.46%	83	10.29
		Region	Oil & Gas		International						
					Oman	3	0.13%	6	0.28%	2	0.08
					Thailand (Bangkok Office)	2	0.09%	4	0.18%	3	0.12
					Thailand (Bualuang)	-	-	1	0.05%	-	
					Singapore Office		Not app	olicable		2	0.08
					Domestic						
					Block A	2	0.09%	10	0.46%	-	
					South Sumatra Block	-	-	-	-	-	
					Rimau	-	-	-	-	-	
					South Natuna Sea Block B	-	-	-	-	-	
					Lematang	-	-	-	-	-	
					Tarakan	-	-	-	-	-	
					Jakarta Office	24	1.08%	9	0.41%	23	0.88
					Bangkanai	-	-	-	-	-	
					Sampang ²	-	-	-	-	-	
					Corridor					-	

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		losure itle	Individual Disclosure	Entities	202	20	202	n	202	2
Number	Title			Items		Total	%	Total	%	Total	%
			Power		Medco Power Indonesia Head Office	24	3.06%	16	2.13%	34	4.219
					Pembangkitan Pusaka Parahiangan (Cianjur)	-	-	2	0.27%	1	0.129
					Bio Jatropha Indonesia (Cianjur)	1	0.13%	-	-	2	0.259
					Medco Cahaya Geothermal (Jakarta)	1	0.13%	5	0.67%	5	0.629
					Mitra Energi Batam & Dalle Energi Batam (Batam) ¹	28	3.57%	1	0.13%	-	
					Energi Listrik Batam (Batam)	4	0.51%	2	0.27%	3	0.37
					Multidaya Prima Elektrindo (Palembang)	-	-	1	0.13%	3	0.379
					Energi Prima Elektrika (Palembang)	-	-	-	-	1	0.12
					Tanjung Jati B (Jepara)	9	1.15%	6	0.80%	25	3.10
					Medco Geothermal Sarulla (Tapanuli Selatan)	2	0.26%	7	0.93%	7	0.87
					Medcopower Servis Indonesia (Pekanbaru)	17	2.17%	7	0.93%	3	0.37
					Medcopower Solar Sumbawa (Sumbawa)	2	0.26%	3	0.40%	6	0.74
					Medco Ratch Power Riau (Jakarta Head Office)	2	0.26%	3	0.40%	4	0.50
					Medco Sumbawa Gas (Sumbawa)		Not app	olicable		4	0.50
					Medco Solar Bali Barat (Bali Barat)		Not app	olicable		4	0.50
GRI 401-1	Employment	New employe turnover	d e		nber and rate of urnover during the eriod:						
		Age Group	Oil & Gas	Under 30 years old		5	0.22%	4	0.18%	5	0.19
				30-50 years old		41	1.84%	41	1.89%	37	1.42
				Over 50 years old		44	1.98%	50	2.30%	54	2.08
			Power	Under 30 years old		50	6.38%	55	7.32%	11	1.36
				30-50 years old		44	5.61%	28	3.73%	25	3.10
				Over 50 years old		9	1.15%	5	0.67%	14	1.73
		Gender	Oil &	Female		28	1.26%	19	0.88%	22	0.85
			Gas	Male		62	2.78%	76	3.50%	74	2.84
			Power	Female		10	1.28%	2	0.27%	8	0.999
				Male		93	11.86%	86	11.45%	42	5.20

PT Medco Energi Internasional Tbk 29

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



GRI standard	GRI Standard		losure itle	Individual Disclosure	Entities	202	20	202	n	202	22
Number	Title			Items		Total	%	Total	%	Total	%
		Region	Oil & Gas		International						
			Ous		Oman	7	0.31%	5	0.23%	-	
					Thailand (Bangkok Office)	17	0.76%	4	0.18%	4	0.159
					Thailand (Bualuang)	-	-	-	-	1	0.049
					Singapore Office		Not app	licable		2	0.08
					Domestic						
					Block A	4	0.18%	8	0.37%	2	0.08
					South Sumatra Block	5	0.22%	10	0.46%	4	0.15
					Rimau	4	0.18%	3	0.14%	3	0.12
					South Natuna Sea Block B	8	0.36%	9	0.41%	11	0.42
					Lematang	1	0.04%	-	-	-	
					Tarakan	-	-	1	0.05%	4	0.15
					Jakarta Office	41	1.84%	51	2.35%	54	2.08
					Bangkanai	2	0.09%	4	0.18%	-	
					Sampang ¹	1	0.04%	-	-	-	
					Corridor		-			11	0.42
			Power		Medco Power Indonesia Head Office	12	1.53%	7	0.93%	15	1.86
					Pembangkitan Pusaka Parahiangan (Cianjur)	1	0.13%	1	0.13%	1	0.12
					Bio Jatropha Indonesia (Cianjur)	1	0.13%	-	-	2	0.25
					Medco Cahaya Geothermal (Jakarta)	2	0.26%	2	0.27%	-	
					Mitra Energi Batam & Dalle Energi Batam (Batam) ²	48	6.12%	56	7.46%	4	0.50
					Energi Listrik Batam (Batam)	2	0.26%	-	-	2	0.25
					Multidaya Prima Elektrindo (Palembang)	1	0.13%	-	-	1	0.12
					Energi Prima Elektrika (Palembang)	-	-	1	0.13%	-	
					Tanjung Jati B (Jepara)	27	3.44%	17	2.26%	12	1.49
					Medco Geothermal Sarulla (Tapanuli Selatan)	6	0.77%	3	0.40%	5	0.62
					Medco Ratch Power Riau (Jakarta Head Office)	3	0.38%	1	0.13%	3	0.37
					Medcopower Servis Indonesia (Pekanbaru)	-	-	-	-	4	0.50
					Medcopower Solar Sumbawa (Sumbawa)	-	-	-	-	1	0.12
					Medco Sumbawa Gas (Sumbawa)		Not app	licable		-	
					Medco Solar Bali Barat (Bali Barat)		Not app	Parallala		-	

Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
 Mitra Energi Batam & Dalle Energi 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	2020	2021	2022
Number GRI 401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees of the 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/ Scholarship Assistance (Oil & Gas Domestic, Thailand, Oman) 2. Emergency loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension program "Penghargaan Atas Pengabdian" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Service Award (Oil & Gas Domestic, excluding Bangkanai & Sampang) 5. Service (Oil & Gas Domestic) 6. Housing Loan Assistance (Oman)	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)	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 Cas Domestic
				Power	1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) 3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam')	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 & Dalle Energi Batam , Medco Geothermal Sarulla)	Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) Emergency Loan (Medco Power Indonesia, Tanjung Jati B. Energi Listrik Batam) Pension Program - Dana Pensiun Lembaga Keuangan/ DPLK (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam, Medco Ceothermal Sarulla)
			b. The definition used	Oil & Gas			
			for 'significant		_	d in the list of benef	

¹ Mitra Energi Batam & Dalle Energi 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 I	2020	2021	2022		
CRI 401-3	Employment	Parental	a. Total number of employees that	Oil & Gas	Female	430	421	508
		leave	were entitled to parental leave, by gender		Male	1,683	1,631	1,969
				Power	Female	81	94	103
					Male	540	525	559
			b. Total number of employees that	Oil & Gas	Female	16	11	16
			took parental leave, by gender		Male	77	44	66
				Power	Female	5	5	į
			Male	34	21	14		
		c. Total number of employees that	Oil & Gas	Female	16	11	16	
			returned to work in the reporting period after parental leave ended,		Male	77	44	66
			d. Total number of employees that Oil returned to work after parental leave ended that were still employed 12 months after their	Power	Female	5	5	į
					Male	34	21]4
				Oil & Gas	Female	18	15	10
				Power	Male	94	74	44
					Female	6	5	į
					Male	38	33	20
			e. Return to work and retention rates of employees that took parental leave, by gender					
			Return to work rates of employees	Oil & Gas	Female	100%	100%	100%
			that took parental leave, by gender		Male	100%	100%	100%
				Power	Female	100%	100%	100%
					Male	100%	100%	100%
			Retention rates of employees that	Oil & Gas	Female	100%	93.75%	90.91%
			took parental leave, by gender		Male	98.95%	96.10%	100%
				Power	Female	75%	100%	100%
					Male	90.48%	97.06%	95.24%

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 Dis	closure Item	S	2020	2021	2022
GRI 405-1	Diversity and Equal Opportunity	Diversity of governance bodies and	Percentage of individuals v governance bodies in each categories:					
		employees	i. Gender	Female		21.43%	14.29%	15.38%
				Male		78.57%	85.71%	84.62%
			ii. Age group	Under 30 y	ears old	-	-	
				30-50 year	s old	7.14%	14.29%	15.38%
				Over 50 year	ars old	92.86%	85.71%	84.62%
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)			N	ot availabl	e
			 b. Percentage of employees per employee category in each of the following diversity categories: 					
			i. Gender	Oil & Gas	Female	19.31%	19.40%	19.52%
					Male	80.69%	80.60%	80.489
				Power	Female	10.33%	12.52%	12.76%
					Male	89.67%	87.48%	87.24%
			ii. Age group	Oil & Gas	Under 30 years old	5.52%	4.84%	3.69%
					30-50 years old	78.13%	76.45%	73.44%
					Over 50 years old	16.34%	18.71%	22.87%
				Power	Under 30 years old	27.30%	23.17%	21.56%
					30-50 years old	64.54%	66.58%	68.15%
					Over 50 years old	8.16%	10.25%	10.29%
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)			N	ot availabl	e

2022 GRI Performance Data



Advancing Our Health and Safety Culture

GRI 403: Occupational Health and Safety 2018

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
GRI 403-9	Occupational Health and Safety	Work-related injuries for all	Employees	The number of fatalities as a result of work-	Oil & Gas	-	-	
	Salety	employees and workers		related injury	Power	-	-	
				The rate of fatalities as a result of work-related	Oil & Gas	-	-	
				injury. (Per 1,000,000 man-hours)	Power	-	-	
				The number of	Oil & Gas	-	-	
				high-consequence work-related injuries (excluding fatalities)	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"				
				The rate of high- consequence work-related injuries	Oil & Gas	-	-	
				(excluding fatalities, per 1,000,000 man-hours)	Power	-	-	
				The number of recordable work-related injuries	Oil & Gas	-	-	
				"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	-	-	
				The rate of recordable work-related injuries	Oil & Gas	-	-	
				(per 1,000,000 man- hours)	Power	-	-	
				The number of hours	Oil & Gas	6,008,480	3,645,659	4,825,955
				worked	Power	2,084,544	1,182,741	1,118,246

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
				The main types of work-	Oil & Gas		Not applica	ble
				related injury	Power		Not applica	ble
			Contractors	The number of fatalities as a result of work	Oil & Gas	-	-	-
				related injury	Power	1	-	
				The rate of fatalities as a result of work related injury (per 1,000,000 man-hours)	Oil & Gas	-	-	-
				man-nours)	Power	0.14	-	-
			hig wo (ex "W tha or	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	Oil & Gas	-	-	-
				(excluding fatalities, per 1,000,000 man-hours)	Power	-	-	-
				The number of recordable work-related injuries	Oil & Gas	7	6	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 man- hours)	Oil & Gas	0.46	0.51	0.28
				"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	2022
				The number of hours	Oil & Gas	15,333,448	11,742,413	21,331,926
					Power	6,922,107	3,917,773	2,415,280
				The main types of work-related injury. Types of work-related injury can include	OII & Gas	Fracture and stung by insects	Fracture and loss of	of consciousness
				death, amputation of a limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis, among others.	Power	Death, laceration and fracture	Not ap	plicable
		The work-related pose a risk of high injury		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.	Oil & Gas	the MedcoE Assessment specific worl from multid Identificatio is intended to minimize or accident occ operations. I reduction masset has the major accide profitable and The process or ISO 45001 and Safety Marelated to ha However, the recorded in 2020. Severa consequence - Hydrocard contains out - Condense causing penvironm business is - Oil and hy Personal i In-air tranditching, i Transfer finjury, fata - Detonato - Conventic fatality - Bottled gratality - Bott collis offshore servers - Escalation - Methanol - Forest fire	fire	fication and Risk the process, asset ed with participant ne Hazard ent Workshop n members to major hazard e the risk within onstrating risk confidence that to control potentia achieve safe, ations. n OHSAS 18001:200 cupational Health n requirements and risk mitigation equence injury es throughout a risk of high- been identified an iss of primary subsea well blow mary containment n to fatalities, t damage and mary containment to fatalities, t damage and er pressure: damage ty, helicopter e platform: Persona tality rial: Fire explosion, evessels and
						The hazards the MedcoE Assessment specific worl from multid Identificatio is intended t	are identified and a nergi Hazard Identif Process. As part of t kshops are conduct isciplinary teams. Th n and Risk Assessm o enable asset team eliminate potential	fication and Risk the process, asset ed with participan ne Hazard ent Workshop n members to
					operation reduction asset has major ac profitable The proc or ISO 45 and Safet related to However, recorded		currence and reduce this is done by demine easures and to give e ability and means ent risk properly, to a nd sustainable opera is in alignment with :2018 regarding Occ 4anagement System izards identification pre is no high-conse Oil & Gas operations hazards that pose &	e the risk within onstrating risk confidence that to control potentiachieve safe, ations. n OHSAS 18001:200 cupational Health requirements and risk mitigatic squence injury at throughout

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
					t d s f l i r a a c r	containmer out Condensate causing pot environmer business int Hydrocarbo causing pot environmer business int Oil and hyd Personal inj In-air transpersonal inj In-air tran	e, NGL: Loss of pential fire lead that damage, asterruption on gas: Loss of pential fire lead that damage, asterruption on gas: Loss of pential fire lead that damage, asterruption on gas: Loss of pential fire lead that damage, asterruption on gas: Loss of pential fire lead that damage asterruption on gas us ort (flying): Fat set damage on boat to offship, asset damage on hazard to offship fire on gas blowby the identified an ergi Hazard Ide occess. As part of significant on gas trisk properly, sustainable opin alignment we upational Heal System require fication and rish consequence on in formation and the significant on the significant of the significant on the significant of the significant on the significant o	rality, helicopter more platform: Personal ge fatality aterial: Fire explosion, ure: Fire explosion, her vessels and ies, asset damage Id assessed following ntification and Risk of the process, asset ucted with participants in The Hazard sment Workshop am members to tial major hazard uce the risk within emonstrating risk ive confidence that ins to control potential to achieve safe, iverations. It hand Safety ements related to ik mitigation. However, ie injury recorded in Oil 2022. Several hazards equence injury which is Loss of primary ut, subsea well blow condensate: Loss ausing potential ersonal injury, sset damage and tality, helicopter more platform: Personal



GRI GRI Standard Disclosure Individual Standard Title Title Item Type of 2020 2021	2022
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Power

2020 - 2021:

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 2020-2021. Gravitational hazard as potential energy involving 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.

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.

2022:

Medco Power has identified work-related hazards. In the process of identifying potential hazards in the work environment, Medco Power Indonesia 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. 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 reocurrence 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.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
			Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls		Oil & Gas	Safety aspects into the conducted assessment implementation plans operational health sup goal is to improve the vrecognition, risk assess and control measure id further, MedcoEnergi a the MedcoEnergi HSE a Roadmap 2020-2024. I part of MedcoEnergi's I System (HSEMS), which identifies, assesses, con operational risks to Med		
					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 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 Marning Sign; 5. Training and Monitoring; 6. PPE to reduce the hazards/risk value into the acceptance level.	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 webbased 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 can be taken immediately after the report is received while more complex corrective actions. 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. Procedure and Warning Sign; 5. Training and Monitoring; 6. PPE to reduce the hazards/risk value into the acceptance level.



GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022		
			Whether the rates have been calculated based		Oil & Gas		f fatalities, high-consequence work-related injuries fatalities) and recordable work-related injuries are based on 1,000,000 hours worked.			
			on 200,000 or 1,000,000 hours worked		Power					
			Whether and, if so, why any workers have been excluded		Oil & Gas					
			from this disclosure, including the types of worker excluded		Power	No employees or worke	om this disclosure.			
			Any contextual information			The injury rates are calc	es are calculated as follow:			
			necessary to understand how the data			The rate of fatalities as a result of work related injury per 1,0 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-coninjuries (excluding fatalities)]/man hour x 1,000,000				
			have been compiled, such as any standards, methodologies,				of high-consequence			
			and assumptions used				work-related injuries per injuries)/man hour x 1,00			
					Oil & Gas		ent Management Docum sed for industrial incident in complies with the cour to Occupational Safety a 29 CFR Part 1904 - Stanc	ent Guideline. : rate calculation ntry Government nd Health		
					Power	Medco Power's safety statistics are calculated from subsidiari according to incident/ accident investigation and reporting p (A800/C01/S0PR010014), which complies with the Indonesia Government Regulation (Minister of Manpower Regulation N 03/MEN/98 regarding Procedure in Reporting and Investigati Occupational Accident and Ministry of Manpower and Transr Regulation Number PER.01/MEN/1981 regarding Obligation to Report Occupational Illness) and Occupational Safety and He Administration (OSHA) 29 CFR Part 1904 - Standard for Repoi Recording Occupational Injuries and Illness.				

GRI Index

Statement of use	MedcoEnergi has reported in accordance with the GRI Standards for the period 1 January 2022-31 December 2022.
GRI1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil & Gas Sector 2021

CDI Characterists				Omission		CDIC
GRI Standard/ Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	GRI Sector Standard Ref. No
General disclosure	•					
GRI 2: General Disclosures 2021	2-1 Organizational details	16				
	2-2 Entities included in the organization's sustainability reporting	GRI Performance Data page 1				
	2-3 Reporting period, frequency and contact point	2				
	2-4 Restatements of information	2				
	2-5 External assurance	2				
	2-6 Activities, value chain and other business relationships	16-17				
	2-7 Employees	125, GRI Performance Data page 26-27				
	2-8 Workers who are not employees	Omitted	2-8	Information unavailable/ incomplete	Workers who are not employees and whose work is controlled by the organization include agency workers, apprentices, contractors, home workers, interns, self-employed persons, subcontractors, and volunteers. These are outside our scope of limited assurance.	
	2-9 Governance structure and composition	41-42				
	2-10 Nomination and selection of the highest governance body	41-42				
	2-11 Chair of the highest governance body	41-42				
	2-12 Role of the highest governance body in overseeing the management of impacts	41				
	2-13 Delegation of responsibility for managing impacts	41-42				
	2-14 Role of the highest governance body in sustainability reporting	41				



GRI Standard/				Omission		GRI Sector
Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	Standard Ref. No
	2-15 Conflicts of interest	48				
	2-16 Communication of critical concerns	55				
	2-17 Collective knowledge of the highest governance body	Omitted	2-17		Provided on page 54-57 of MedcoEnergi Annual Report 2022	
	2-18 Evaluation of the performance of the highest governance body	41				
	2-19 Remuneration policies	Omitted	2-19		Provided on page 99 of MedcoEnergi Annual Report 2022	
	2-20 Process to determine remuneration	41				
	2-21 Annual total compensation ratio	Omitted	2-21		Provided on page 99 of MedcoEnergi Annual Report 2022	
	2-22 Statement on sustainable development strategy	6-10, 28-31				
	2-23 Policy commitments	27, 38-40, 64, 84, 104, 124, 138				
	2-24 Embedding policy commitments	42-45, 53, 64-67, 78, 85, 116-118, 127, 139-140				
	2-25 Processes to remediate negative impacts	49				
	2-26 Mechanisms for seeking advice and raising concerns	48, 55				
	2-27 Compliance with laws and regulations	67				
	2-28 Membership associations	36				
	2-29 Approach to stakeholder engagement	35, 105-106				
	2-30 Collective bargaining agreements	132				
laterial Topics						
GRI 3: Material opics 2021	3-1 Process to determine material topics	30-32				
	3-2 List of material topics	30-31				
GHG Emissions						
GRI 3: Material opics 2021	3-3 Management of material topics	84-91, 97-102				11.1.1 (GHG Emission)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	92-94, GRI Performance Data page 9-14				11.1.5 (GHG Emission)
	305-2 Energy indirect (Scope 2) GHG emissions	94, GRI Performance Data page 10-13				11.1.6 (GHG Emission)
	305-3 Other indirect (Scope 3) GHG emissions	Omitted	305-3	Information unavailable/ incomplete	We aim to disclose Scope 3 by 2025 (refer to page 95)	11.1.7 (GHG Emission)
	305-4 GHG emissions intensity	94, GRI Performance Data page 11-12, 14				11.1.8 (GHG Emission)

GRI Standard/				Omission		GRI Sector
Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	Standard Ref. No
	305-5 Reduction of GHG emissions	92, 97-99				11.2.3 (Climate adaptation, resilience, and transition)
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	74, GRI Performance page 11-12, 14				11.3.2 (Air Emissio
GRI Topic II.2 Climate adaptation, resilience, and transition	11.2.4 Describe the organization's approach to public policy development and lobbying on climate change, including: - the organization's stance on significant issues related to climate change that are the focus of its participation in public policy development and lobbying, and any differences between these positions and its stated policies, goals, or other public positions; - whether it is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying on climate change, including: - the nature of this contribution; any differences between the organization's stated policies, goals, or other public positions on significant issues related to climate change; and the positions of the representative associations or committees	36, 87				11.2.4 (Climate adaptation, resilience, and transition)
Local Communitie	es					
GRI 3: Material Topics 2021	3-3 Management of material topics	104-106, 116-118, 120-122				11.15.1 (Local communities)
GRI 203: Indirect Economic mpacts 2016	203-1 Infrastructure investments and services supported	107-108, GRI Performance Data page 15-18				11.14.4 (Economi impacts)
	203-2 Significant indirect economic impacts	107-108, GRI Performance Data page 16				11.14.5 (Economi impacts)
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	106, GRI Performance Data page 23				11.18.2 (Conflict a Security)
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	105				11.17.2 (Rights of indigenous peoples)



enter de 17				Omission		CDI Cont
GRI Standard/ Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	GRI Sector Standard Ref. No
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	107-108, GRI Performance Data page 18-23				11.15.2 (Local communities)
	413-2 Operations with significant actual and potential negative impacts on local communities	18				11.15.3 (Local communities)
Labour Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	124, 127-134				11.10.1 (Employment practices) 11.11.1 (Non-discrimination an equal opportunity 11.13.1 (Freedom of association and collective bargaining)
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	124				None
	202-2 Proportion of senior management hired from the local community	Omitted	202-2	Information unavailable/ incomplete		11.11.2 (Non- discrimination an equal opportunit
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	125, GRI Performance Data page 28-30				11.10.2 (Employment practices)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI Performance Data page 31				11.10.3 (Employment practices)
	401-3 Parental leave	GRI Performance Data page 32				11.10.4 (Employment practices) 11.11.3 (Non- discrimination an equal opportunity
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	134				11.7.2 (Closure and rehabilitation)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	140-141				11.9.2 (Occupational Health and Safety
2016	403-2 Hazard identification, risk assessment, and incident investigation	141				11.9.3 (Occupational Health and Safety

CDI Standard				Omission		- CDI Soctor
GRI Standard/ Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	GRI Sector Standard Ref. No.
	403-3 Occupational health services	140, 143-148				11.9.4 (Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	143-144				11.9.5 (Occupational Health and Safety
	403-5 Worker training on occupational health and safety	143-148				11.9.6 (Occupational Health and Safety
	403-6 Promotion of worker health	144				11.9.7 (Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	141				11.9.8 (Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	140				11.9.9 (Occupational Health and Safety
	403-9 Work-related injuries	142, GRI Performance Data page 34-40				11.9.10 (Occupational Health and Safety
	403-10 Work-related ill health	142				11.9.11 (Occupational Health and Safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	128				11.10.6 (Employment practices) 11.11.4 (Non- discrimination and equal opportunity
	404-2 Programs for upgrading employee skills and transition assistance programs	132				11.7.3 (Closure and rehabilitation)
	404-3 Percentage of employees receiving regular performance and career development reviews	128				None
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	124, GRI Performance Data page 33				11.11.5 (Non- discrimination and equal opportunity
	405-2 Ratio of basic salary and remuneration of women to men	124				11.11.6 (Non- discrimination and equal opportunity
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Omitted	406-1	Information unavailable/ incomplete		11.11.7 (Non- discrimination and equal opportunity
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	124				11.13.12 (Freedom of association and collective bargaining)
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	124				11.12.2 (Forced labour and modern slavery)
Business Ethics/Fa	ir Business Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	45-56				
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	46, 54, GRI Performance Data page 2				11.20.1 (Anti Corruption)



GRI Standard/			Omission			GRI Sector
Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	Standard Ref. No.
	205-2 Communication and training about anti- corruption policies and procedures	46-47, GRI Performance Data page 2-3				11.20.2 (Anti Corruption)
	205-3 Confirmed incidents of corruption and actions taken	48-49				11.20.3 (Anti Corruption)
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti- competitive behavior, anti- trust, and monopoly practices	Omitted	206-1	Not applicable		11.19.2 (Anti Competitive Behavior)
Transparency						
GRI 3: Material Topics 2021	3-3 Management of material topics	2, 39, 51				None
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	24				11.21.2 (Payments to governments)
	201-2 Financial implications and other risks and opportunities due to climate change	85-89				11.2.2 (Climate adaptation, resilience, and transition)
	201-4 Financial assistance received from government	MedcoEnergi 2019 Sustainability Report Chapter 5 Strengthening Our Governance page 28. We report the disclosure of financial assistance received from government under this GRI 201-4 through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The biannual reports are accessible through the EITI website at https://eiti.org/sites/default/files/2022-07/Report%20 of%20EITI%20 Indonesia%20 2019%20-%20 2020.pdf				11.21.3 (Payments to governments)
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	32-34				None
	412-1 Operations that have been subject to human rights reviews or impact assessments	32, GRI Performance Data page 4				None
	412-2 Employee training on human rights policies or procedures	34, GRI Performance Data page 4				None
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	23, GRI Performance Data page 4				None

GRI Standard/				Omission		GRI Sector
Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	Standard Ref. No.
Political and Regu	latory Environment					
GRI 3: Material Topics 2021	3-3 Management of material topics	67				None
GRI 207: Tax 2019	207-1 Approach to tax	Omitted	207-1	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.4 (Payments to Governments)
	207-2 Tax governance, control, and risk management	Omitted	207-2	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.5 (Payments to Governments)
	207-3 Stakeholder engagement and management of concerns related to tax	Omitted	207-3	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.6 (Payments to Governments)
	207-4 Country-by-country reporting	Omitted	207-4	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.7 (Payments to Governments)
GRI 415: Public Policy 2016	415-1 Political contributions	56, GRI Performance Data page 4				11.22.2 (Public Policy)
GRI Topic 11.21 Payments to Government	The state of the state to sell on their behalf, report: • volumes and types of oil and gas purchased; • full names of the buying entity and the recipient of the payment; • payments made for the purchase	MedcoEnergi 2019 Sustainability Report Chapter 5 Strengthening Our Governance page 28. We report the disclosure of Payments to Government under this GRI 11.21 through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The bi- annual reports are accessible through the EITI website at https://eiti.org/ sites/default/ files/2022-07/ Report%20 of%20EITI%20 Indonesia%20 2019%20-%20 2020.pdf	on)			11.21.8 (Payments to Governments)
Environmental Im	pacts of Products and Services	(including production	on)			
GRI 3: Material Topics 2021	3-3 Management of material topics	64-66				None
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Omitted	416-1	Information unavailable/ incomplete		11.3.3 (Air Emission)



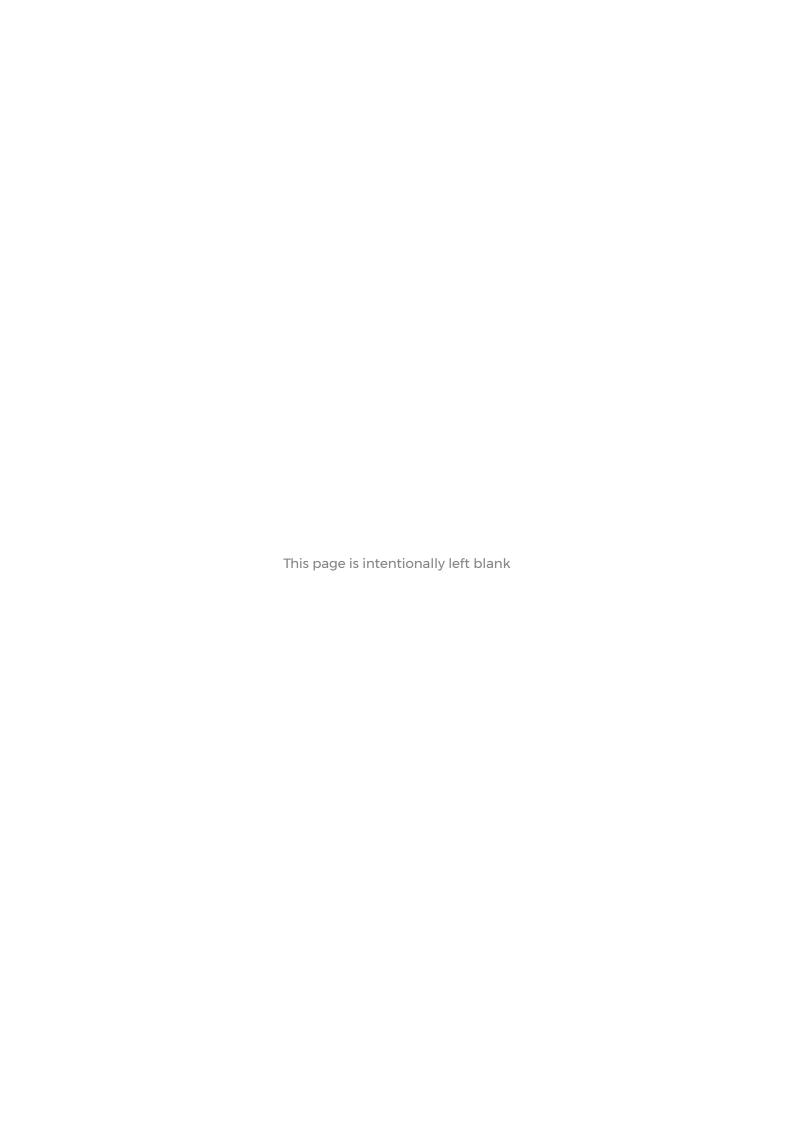
GRI Standard/			Omission			GRI Sector
Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	Standard Ref. No
GRI Topic 11.7 Closure and rehabilitation	II.7.6 Report the total monetary value of financial provisions for closure and rehabilitation made by the organization, including post-closure monitoring and aftercare for operational sites	MedcoEnergi 2019 Sustainability Report Chapter 5 Strengthening Our Governance page 28. We report the disclosure of Abandonment Site & Restoration under this GRI 11.7.6 Closure and Rehabilitation through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The biannual reports are accessible through the EITI website at https://eiti.org/sites/default/files/2022-07/Report%20 of%20EITI%20 lndonesia%20 2019%20-%20 2020.pdf				11.7.6 (Closure and Rehabilitation)
GRI Topic 11.8 Asset Integrity and Critical Incident Management	11.8.3 Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity (e.g., exploration, development, production, closure and rehabilitation, refining, processing, transportation, storage)	142				11.8.3 (Asset Integrity and Critical Incident Management)
Access to Natural	Resources					
GRI 3: Material Topics 2021	3-3 Management of material topics	78-79, 104-106				None
GRI Topic 11.16 Land and resource rights	 11.16.1 Describe the approach to engaging with affected vulnerable groups, including: how the organization seeks to ensure engagement is meaningful; how the organization seeks to ensure safe and equitable gender participation. Describe the approach to providing remediation to local communities or individuals subject to involuntary resettlement, such as the process for establishing compensation for loss of assets or other assistance to improve or restore standards of living or livelihoods 	105				11.16.1 (Land and Resource Rights)

GRI Standard/			Omission			GRI Sector
Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	Standard Ref. No
Procurement Prac	tices					
GRI 3: Material Topics 2021	3-3 Management of material topics	23				None
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	12				11.14.6 (Economic Impacts)
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	23, 40, 46				11.10.8 (Employment Practices)
	414-2 Negative social impacts in the supply chain and actions taken	23				11.10.9 (Employment Practices)
Storage and Trans	portation					
GRI 3: Material Topics 2021	3-3 Management of material topics	72				None
Effluents and Was	te					
GRI 3: Material Topics 2021	3-3 Management of material topics	69-71				11.5.1 (Waste)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	69-71				11.5.2 (Waste)
	306-2 Management of significant waste-related impacts	69-71				11.5.3 (Waste)
	306-3 Waste generated	69-71				11.5.4 (Waste)
	306-4 Waste diverted from disposal	70				11.5.5 (Waste)
	306-5 Waste directed to disposal	70-71				11.5.6 (Waste)
GRI 306: Effluents and Waste 2016	306-3 Significant spills	72				11.8.2 (Asset Integrity and Critical Incident Management)
Material and Reso	urce Use					
GRI 3: Material Topics 2021	3-3 Management of material topics	69-71, 73				None
Water						
GRI 3: Material Topics 2021	3-3 Management of material topics	73-74				11.6.1 (Water & Effluents)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	73				11.6.2 (Water & Effluents)
	303-2 Management of water discharge-related impacts	73-74				11.6.3 (Water & Effluents)
	303-3 Water withdrawal	73				11.6.4 (Water & Effluents)
	303-4 Water discharge	73-74				11.6.5 (Water & Effluents)
	303-5 Water consumption	Omitted	305-3	Information unavailable/ incomplete		11.6.6 (Water & Effluents)



GRI Standard/			Omission			GRI Sector
Other Source	Disclosure	Location	Requirement(S) Omitted	Reason	Explanation	Standard Ref. No.
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	75-76				11.4.1 (Biodiversity)
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Omitted	304-1	Not applicable	No operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas and generating direct or indirect impacts to the areas.	11.4.2 (Biodiversity)
	304-2 Significant impacts of activities, products and services on biodiversity	75-76				11.4.3 (Biodiversity)
	304-3 Habitats protected or restored	75-76				11.4.4 (Biodiversity)
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omitted	304-4	Information unavailable/ incomplete		11.4.5 (Biodiversity)
Energy Use						
GRI 3: Material Topics 2021	3-3 Management of material topics	95-102				None
GRI 302: Energy 2016	302-1 Energy consumption within the organization	95-96, GRI Performance Data page 5-8				11.1.2 (GHG Emission)
	302-2 Energy consumption outside of the organization	Omitted	302-2	Information unavailable/ incomplete		11.1.3 (GHG Emission)
	302-3 Energy intensity	95, GRI Performance Data page 5-8				11.1.4 (GHG Emission)
Privacy and Data P	rotection					
GRI 3: Material Topics 2021	3-3 Management of material topics	34				None
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Omitted	418-1	Not applicable	The requirement does not apply to the organization based on the nature of its businesses.	None

TOPIC	EXPLANATION				
GRI 11: Oil and Gas Sector 2021					
Air emissions	The first Materiality Assessment was conducted in 2017-2018. These topics				
Closure and rehabilitation	were not listed as material back then. However, our management and monitoring initiatives cover these topics and we also disclose some of ther				
Asset integrity and critical incident management	even though they are not considered material, for example air emissions, spills in relation to asset integrity, and economic impacts.				
Land and resource rights	We conducted our second assessment, the Double Materiality Assessment				
Economic impacts	in 2022 with the result shown in page 31 and the outcome of the assessment was expanded in comparison with 2017-2018 Materiality				
Anti-competitive behavior	Assessment.				
Payments to governments					





2022 GRI Performance Data REACHING NEW HEIGHTS



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