

PT Medco Energi Internasional Tbk and its subsidiaries

Subject matter information included in the sustainability report as of December 31, 2025 and for the year then ended with the independent practitioner's limited assurance report

The original limited assurance report included herein is in Indonesian language

Independent Practitioner's Limited Assurance Report

Report No. 00011/2.1505/NS.0/02/0696-2/1/IV/2026

The Shareholders and the Boards of Commissioners and Directors
PT Medco Energi Internasional Tbk

Scope

We have been engaged by PT Medco Energi Internasional Tbk (the "Company") to perform a limited assurance engagement, as defined by the Standard on Assurance Engagement 3000 (Revised 2022) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" and Standard of Assurance Engagement 3410 "Assurance Engagements on Greenhouse Gas Statements" (collectively referred to as the "Professional Standards"), established by the Indonesian Institute of Certified Public Accountants ("IICPA"), here after referred to as the "Engagement", to report on the accompanying subject matter information included in the sustainability report of the Company and its subsidiaries (collectively referred to as the "Group") as of December 31, 2024 and for the year then ended (the "Sustainability Report") as specified in Appendix 1 of this independent practitioner's limited assurance report (the "Subject Matter Information").

Other than the Subject Matter Information as described in the preceding paragraph, which sets out the scope of our Engagement, we did not perform any procedures on the remaining information included in the Sustainability Report, and accordingly, we do not express an opinion, a conclusion, or any other forms of assurance on the following information:

- Data sets, statements, information, systems, or approaches other than the indicators determined and selected by the Group's management for the purpose of reporting the Subject Matter Information in the Sustainability Report.
- Any information (including sustainability information) presented or published elsewhere in the Group's reports, website, or other publications other than those presented in Appendix 1 of this independent practitioner's limited assurance report.
- Any information (including sustainability information) prior to January 1, 2025 and subsequent to December 31, 2025.

Criteria applied by management

In preparing and presenting the accompanying Subject Matter Information, the Group's management applied the definitions that are applicable and relevant to the Subject Matter Information as set out in the Global Reporting Initiative Standards 2021 (the "Criteria"). Such Criteria were used for the purpose of reporting the Subject Matter Information and its inclusion in the Sustainability Report by the Group's management. As a result, the Subject Matter Information may not be suitable for other purposes.

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Independent Practitioner's Limited Assurance Report (continued)

Report No. 00011/2.1505/NS.0/02/0696-2/1/IV/2026 (continued)

Management's responsibilities

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

Independent practitioner's responsibility

Our responsibility is to express a conclusion on the preparation and presentation of the accompanying Subject Matter Information based on the sufficient and appropriate evidence we have obtained during our Engagement.

We conducted our Engagement in accordance with the Professional Standards established by the IICPA, and the terms of reference for this Engagement as agreed with the Group's management. Those standards require that we plan and perform our Engagement to express a conclusion on whether anything has come to our attention that causes us to believe that the accompanying Subject Matter Information has not been prepared and presented, in all material respects, in accordance with the Criteria. The nature, timing, and extent of the procedures selected depend on our professional judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

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

Independent practitioner's independence and quality management

We have complied with the independence and other relevant ethical requirements of the Code of Ethics for Public Accountants issued by the IICPA, which is founded on fundamental ethic principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our Public Accounting Firm applies Standard on Quality Management 1, "Quality Management for Public Accounting Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements", established by the IICPA, which requires our Public Accounting Firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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Independent Practitioner's Limited Assurance Report (continued)

Report No. 00011/2.1505/NS.0/02/0696-2/1/IV/2026 (continued)

Description of procedures performed

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

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

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

Our procedures included:

- Enquiring key personnel to understand the process for collecting, collating and reporting the Subject Matter Information during the reporting period.
- Performing analytical review procedures to support the reasonableness of the data used.
- Comparing that the calculation criteria applied to the subject matters in accordance with the methodologies outlined in the Criteria.
- Recalculating the performance metrics to confirm quantities that are stated as replicable.
- Checking the accuracy of data used by tracing them to the underlying source information on a sample basis.
- Undertaking site visits to oil and gas operation location, Corridor-Grissik, and to power operation location, Mitra Energi Batam (MEB) and Dalle Energi Batam (DEB)

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Independent Practitioner's Limited Assurance Report (continued)

Report No. 00011/2.1505/NS.0/02/0696-2/1/IV/2026 (continued)

Conclusion

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Subject Matter Information is not prepared and presented, in all material respects, in accordance with the Criteria.

Purpose of the independent practitioner's limited assurance report

This independent practitioner's limited assurance report was prepared and issued solely for inclusion in the Sustainability Report in connection with the reporting and inclusion of the accompanying Subject Matter Information in the Sustainability Report by the Group's management, and is not intended to be, and should not be, used for any other purposes.

KAP Purwanto Susanti dan Surja



Indrajuwana Komala Widjaja
Public Accountant Registration No. AP.0696

April 30, 2026

The original subject matter information included herein is in Indonesian language

Appendix 1. Subject matter information included in the sustainability report of PT Medco Energi Internasional Tbk and its subsidiaries as of December 31, 2025 and for the year then ended

GRI 2-7 - General disclosure - Employees

Indicators/disclosures			Type of entity and location	2025	
1. Total number of employees, and a breakdown of this total by gender and by region (GRI 2-7)	Gender	Female	Oil & Gas (Oman, Thailand and Singapore)	52	
		Male		264	
		Female	Oil & Gas (Indonesia)	434	
		Male		1,708	
		Female	Power (Indonesia)	132	
		Male		905	
	Region	Oman KSF	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	215	
		Thailand (Bangkok Office)		52	
		Thailand (Field)		38	
		Singapore Office Block A		11	
				162	
		South Sumatra Block Rimau		167	
				77	
		South Natuna Sea Block B		248	
		Lematang		15	
		Tarakan		22	
		Jakarta Office		1,193	
		Bangkalanai		38	
		Sampang		10	
		Corridor		210	
		Region	MPI Headquarters (Jakarta)	Power (Indonesia)	145
			Pusaka Mini-hydro (Cianjur)		23
			Cibalapulung Mini-hydro (Cianjur)		19
	Ijen Geothermal (Jakarta)			14	
	MEB & DEB (Batam)			63	
	ELB (Batam)			73	
	MPE (Palembang)			21	
	EPE (Palembang)			22	
	TJBPS (Jepara)			216	
	Sarulla Geothermal (North Tapanuli)			106	
	MPSI (Pekanbaru)			43	
	Sumbawa Solar PV (Sumbawa)			8	
	MRPR (Jakarta)			26	
East Bali Solar PV (East Bali)			16		
Sulut-1 (North Sulawesi) & Timor-1 (East Nusa Tenggara)			209		
Ijen Geothermal (Ijen)			33		

Indicators/disclosures			Type of entity and location	2025			
				Permanent	Temporary		
2. Total number of permanent employees, and a breakdown by gender and by region (GRI 2-7)	Gender	Female	Oil & Gas (Oman, Thailand and Singapore)	52	-		
		Male		253	11		
		Female	Oil & Gas (Indonesia)	433	1		
		Male		1701	7		
		Female	Power (Indonesia)	111	21		
		Male		708	197		
3. Total number of temporary employees, and a breakdown by gender and by region (GRI 2-7)	Region	Oman	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	204	11		
		Thailand (Bangkok Office)		52	-		
		Thailand (Field)		38	-		
		Singapore Office		11	-		
		Block A		162	-		
		South Sumatra Block		167	-		
		Rimau		77	-		
		South Natuna Sea Block B		248	-		
		Lematang		15	-		
		Tarakan		22	-		
		Jakarta Office		1,185	8		
		Bangkalanai		38	-		
		Sampang		10	-		
		Corridor		210	-		
		Region		MPI Headquarters (Jakarta)	Power (Indonesia)	125	20
				Pusaka Mini-hydro (Cianjur)		23	-
		Cibalapulang Mini-hydro (Cianjur)	18	1			
		Ijen Geothermal (Jakarta)	13	1			
		MEB & DEB (Batam)	62	1			
		ELB (Batam)	62	11			
		MPE (Palembang)	21	-			
		EPE (Palembang)	22	-			
		TJBPS (Jepara)	212	4			
		Sarulla Geothermal (Tapanuli Utara)	100	6			
		MPSI (Pekanbaru)	38	5			
		Sumbawa Solar PV (Sumbawa)	8	-			
		MRPR (Jakarta)	24	2			
		East Bali Solar PV (East Bali)	8	8			
		Sulut-1 (North Sulawesi) & Timor-1 (East Nusa Tenggara)	64	145			
		Ijen Geothermal (Ijen)	19	14			
	4. Total number of non-guaranteed hours employees, and a breakdown by gender and by region (GRI 2-7)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Not applicable			
			Power (Indonesia)				
	5. Total number of full-time employees, and a breakdown by gender and by region (GRI 2-7)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	All MedcoEnergi employees are full-time employees. Please refer to Total number of permanent employees, and a breakdown by gender and by region (GRI 2-7) and Total number of temporary employees, and a breakdown by gender and by region (GRI 2-7) disclosure for the data breakdown.			
			Power (Indonesia)				

Indicators/disclosures	Type of entity and location	2025
6. Total number of part-time employees, and a breakdown by gender and by region (GRI 2-7)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Not applicable
	Power (Indonesia)	
7. Methodologies and assumptions used to compile the data (GRI 2-7)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	The data has been compiled from database and manual compilation.
	Power (Indonesia)	
8. Contextual information necessary to understand the data reported under GRI 2-7 a and 2-7 b (GRI 2-7)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	All of MedcoEnergi's employees are full-time, and the majority of employees are full-time and permanent.
	Power (Indonesia)	
9. Description of significant fluctuations in the number of employees during the reporting period and between reporting periods (GRI 2-7)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Not applicable
	Power (Indonesia)	

GRI 2-23 - Policy commitments

Indicators/disclosures	Type of entity and location	2025
10. Describe its policy commitments for responsible business conduct, including: i) the authoritative intergovernmental instruments that the commitments reference; ii) whether the commitments stipulate conducting due diligence; iii) whether the commitments stipulate applying the precautionary principle; iv) whether the commitments stipulate respecting human rights (GRI 2-23)	Corporate	<p>MedcoEnergi's commitments to responsible business conduct are defined in policies that govern the Board of Commissioners, Board of Directors, the Senior Leadership and all employees to not only ensure good business conduct, but also to achieve safe, effective, and efficient business operations in accordance with all applicable laws and regulations.</p> <p>Business conduct management: MedcoEnergi's governance is founded on the principles of Transparency, Accountability, Responsibility, Independence and Fairness. The Good Corporate Governance (GCG) guides us on how our organisation should be governed by the MedcoEnergi Board of Commissioners (BoC) and Board of Directors (BoD). By implementing these principles, MedcoEnergi aims to mitigate negative impacts related to poor governance, which could lead to unethical practices, financial mismanagement and diminished stakeholder confidence. The GCG can be accessed at https://www.medcoenergi.com/en/our-sustainability/governance-ethics/good-corporate-governance/.</p> <p>Employee ethical conduct management: MedcoEnergi developed Code of Conduct (i.e., MedcoEnergi's Code) based on benchmarks with multinational companies and international leading practices as well as input from relevant corporate divisions. MedcoEnergi's Code is based on the corporate values of MedcoEnergi: professional, ethical, open and innovative. MedcoEnergi's Code defines the expectations, roles and responsibilities expected from MedcoEnergi people to uphold when conducting MedcoEnergi's business. This Code is aligned with international best practices in human rights, personal data privacy, anti-corruption and anti-money laundering. The Code of Supplier is part of MedcoEnergi's Code.</p>

Indicators/disclosures	Type of entity and location	2025
		<p>MedcoEnergi's Code can be accessed at https://www.medcoenergi.com/en/our-sustainability/governance-ethics/our-code/.</p> <p>In March 2024, MedcoEnergi launched Corporate Anti-Money Laundering (AML) policy No COP-AIC-EXC-POL-003 dated 12 March 2024 to strengthen our commitment to prohibit money laundering and sets out the rules and guidelines for directors, employees and business partners in relation to the prevention of money laundering across MedcoEnergi's business. The policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/.</p> <p>MedcoEnergi's Sustainability Policy outlines MedcoEnergi's commitments to maintain healthy, safe workplaces built upon a culture of mutual respect and MedcoEnergi's commitment to respect human rights, which is in line with the UN Guiding Principles for Business and Human Rights and the Voluntary Principles on Security and Human Rights. MedcoEnergi's Sustainability Policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/our-approach/sustainability-policy/.</p> <p>MedcoEnergi's HSE Policy outlines the Company's commitment to continuously improve HSE performance. It aims to achieve zero incidents, injuries and illnesses in all our activities and to protect MedcoEnergi's employees and stakeholders as well as the environment where we operate. The policy was updated in October 2024 to strengthen environmental governance, including enhanced stakeholder consultation, regular environmental reporting, expanded coverage of environmental dependencies, impacts, risks, and opportunities, and alignment with relevant global environmental treaties and policy objectives. MedcoEnergi's HSE Policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/health-safety/hse-policy/.</p> <p>MedcoEnergi's Oil & Gas' Community Development Policy outlines MedcoEnergi's commitment to be a leading company in conducting social responsibility initiatives and activities in an ethical and sustainable manner and by listening and acting in response to the needs of the stakeholders wherever MedcoEnergi operates. MedcoEnergi's Community Development Policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/.</p>

Indicators/disclosures	Type of entity and location	2025
		<p>MedcoEnergi's Oil & Gas' Security Policy describes MedcoEnergi's commitment to providing protection for employees, assets, facilities, operations and its reputation based on the Company's Mission, Vision and Values to secure the working environment as a foundation for sustainable business growth. MedcoEnergi's Security Policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/. The Security Policy was updated in July 2025 with the following amendment/revisions for improvement:</p> <ul style="list-style-type: none"> • PDCA Framework: Adopted the Plan-Do-Check-Adjust (PDCA) method for a more structured and continuously improving security process. • MSMS Alignment: Fully aligned with the Medco Security Management System (MSMS) to ensure a consistent, company-wide security approach. • Digital Threats: Updated Pillar 4 to specifically cover digital threats and cybersecurity risks, recognizing their growing importance alongside physical security. <p>MedcoEnergi's Human Rights Policy describes MedcoEnergi's commitment to respect human rights as set out in the Universal Declaration of Human Rights (UDHR) and other instruments such as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, comply with applicable laws of the countries where MedcoEnergi operates, promote human rights through the provision of accessible and affordable energy. The policy was signed on 10 January 2024 and can be accessed at https://www.medcoenergi.com/en/our-sustainability/human-rights/.</p>
<p>11. Describe its specific policy commitment to respect human rights, including: i) the internationally recognized human rights that the commitment covers; ii) the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment. (GRI 2-23)</p>	<p>Corporate</p>	<p>MedcoEnergi describes its specific commitment to respect human rights in:</p> <ol style="list-style-type: none"> 1. Code of Conduct 2. Code of Supplier 3. Sustainability Policy 4. Security Policy 5. Community Development Policy 6. Human Rights Policy <ol style="list-style-type: none"> i. The internationally recognised human rights principles are stated in the following policies and relevant sections: <ol style="list-style-type: none"> 1. Code of Conduct, page 16 in the Safe Workplace sub-section Human Rights section: "One of our Company's commitments in doing business ethically includes respecting others who work at and for the Company, treat every individual with respect, and doing our business operations in compliance to the relevant human rights laws wherever MedcoEnergi operates." 2. Code of Supplier key elements bullet 1. "Follow the same ethical standards, including Our Code and the applied Company's policies/procedures."

Indicators/disclosures	Type of entity and location	2025
		<p>3. MedcoEnergi's Sustainability Policy page 1 in the Environmental and Social Development section. "We are committed to complying with all applicable laws and regulations, to respecting human rights in line with the UN Guiding Principles for Business and Human Rights and the Voluntary Principles on Security and Human Rights, and to learning from and applying industry best practice and relevant international standards."</p> <p>4. MedcoEnergi's Oil & Gas' Security Policy paragraph 3. "MedcoEnergi is committed to complying with relevant laws and regulations, to respecting human rights in line with the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights, and to learning from applying industry best practices with International Standards".</p> <p>5. MedcoEnergi's Oil & Gas' Community Development Policy paragraph 1. "MedcoEnergi is committed to creating a positive impact for the communities in our operational areas by deepening our engagement and empowering the people, creating self-reliant communities that are aligned with the United Nations Sustainable Development Goals".</p> <p>6. MedcoEnergi's Oil & Gas' Security Policy paragraph 3. "MedcoEnergi is committed to complying with relevant laws and regulations, to respecting human rights in line with the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights, and to learning from applying industry best practices with International Standards".MedcoEnergi's Human Rights Policy, MedcoEnergi is committed to respecting human rights as set out in the Universal Declaration of Human Rights (UDHR) and other instruments such as the International Labour Organization Declaration on Fundamental Principles and Rights at Work. The Human Rights Policy encompasses a Management Framework, Commitments, Grievance Mechanisms, Governance and applies to all MedcoEnergi companies and subsidiaries globally, including all business partners.</p> <p>ii. The policies also mention the categories of stakeholders:</p> <ol style="list-style-type: none"> 1. Local Labour, Children, Local Communities in Code of Conduct page 16, in the Safe Workplace sub-section Human Rights section. 2. Suppliers, including suppliers of services, equipment, materials and other goods, agents, consultants, contractors, subcontractors and consortium in the Code of Supplier.

Indicators/disclosures	Type of entity and location	2025
		<p>3. Local Communities in MedcoEnergi's Sustainability Policy page 1, in the Environmental and Social Development and Local Community Empowerment section.</p> <p>4. Partnership with security stakeholders in MedcoEnergi's Oil & Gas' Security Policy point 6.</p> <p>5. Society & local communities and Business partners & their employees in MedcoEnergi's Human Rights Policy page 2, in Our Commitments section</p> <p>6. Directors, employees and business partners in relation to the prevention of money laundering across the Company's business. This Policy should be read in conjunction with the Code of Conduct, all relevant Company policies, procedures, and the applicable laws in all countries where the Company operations in the Corporate Anti-Money Laundering Policy page 7.</p>
<p>12. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this (GRI 2-23)</p>	<p>Corporate</p>	<p>Links to Policies:</p> <ul style="list-style-type: none"> • Code of Conduct: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/our-code • Code of Supplier: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/code-of-supplier/ • Sustainability Policy: https://www.medcoenergi.com/en/our-sustainability/our-approach/sustainability-policy/ • HSE Policy: https://www.medcoenergi.com/en/our-sustainability/health-safety/hse-policy/ • Community Development Policy: https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ • Security Policy: https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ • Human Rights Policy: https://www.medcoenergi.com/en/our-sustainability/human-rights/ • Corporate Anti-Money Laundering (AML): https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/ <p>Note: MedcoEnergi summarises its commitment on Anti- Money Laundering in MedcoEnergi's website (please see https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/). Anti-Money Laundering Policy is not publicly available as it is considered an internal company policy.</p>
<p>13. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level (GRI 2-23)</p>	<p>Corporate</p>	<p>All of MedcoEnergi's corporate policies are approved by the Chief Executive Officer or at least one of the Board of Directors (BoD) members. The dates of approvals are either stated in the policies or elsewhere on the websites or in the internal documents.</p>

Indicators/disclosures	Type of entity and location	2025
		<p>These policies were approved by MedcoEnergi's Board of Directors (BoD) and communicated to all employees and relevant external stakeholders through emails, trainings and other forms of familiarisations and engagements:</p> <ul style="list-style-type: none"> a. Code of Conduct: 4 May 2020 b. Code of Supplier: 26 December 2022 c. MedcoEnergi's Sustainability Policy: 8 May 2020 d. MedcoEnergi's HSE Policy: October 2024 e. MedcoEnergi's Oil & Gas' Community Development Policy: April 2020 f. MedcoEnergi's Oil & Gas' Security Policy: July 2025 (update) g. MedcoEnergi's Human Rights Policy: 10 January 2024 h. Corporate Anti-Money Laundering: 12 March 2024
<p>14. Report the extent to which the policy commitments apply to the organization's activities and to its business relationships (GRI 2-23)</p>	<p>Corporate</p>	<p>Code of Conduct: Page 5 - Our Code shall be communicated to, implemented and followed by all stakeholders, including the Board of Commissioners, Board of Directors, employees, affiliates, business partners and guests of the Company without any exception and regardless of their geographical locations.</p> <p>Code of Supplier: Paragraph 1 - All of our stakeholders, including suppliers, shall follow this commitment. Paragraph 2 - We expect this standard to be followed by all of our suppliers, including suppliers of services, equipment, materials and other goods, agents, consultants, contractors, subcontractors and consortium or other basis.</p> <p>MedcoEnergi's Sustainability Policy: Paragraph 6 - This policy is mandatory and sets the expectations for all employees and business units managed by Medco Energi Internasional and it should be communicated to and understood by our stakeholders.</p> <p>MedcoEnergi's HSE Policy: Last paragraph - This policy applies to all employees and contractors of the Company and its subsidiaries.</p> <p>MedcoEnergi's Oil & Gas' Community Development Policy: Paragraph 2 - This policy applies to all community development initiatives and activities in all the Company's assets.</p> <p>MedcoEnergi's Oil & Gas' Security Policy: Last paragraph - It is the responsibility of everyone in the Company to comply with this Policy and support its implementation.</p> <p>MedcoEnergi's Human Rights Policy: Paragraph 4 - This commitment in this policy applies to all MedcoEnergi companies and subsidiaries globally, including all business partners from which we expect the same high standards and commitment.</p> <p>Corporate Anti-Money Laundering Policy Page 7 - This policy applies to the Company's directors and employees although the Company expects that business partners and other performing work or services for on behalf of company will comply with this policy.</p>

Indicators/disclosures	Type of entity and location	2025
<p>15. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties (GRI 2-23)</p>	<p>Corporate</p>	<p>MedcoEnergi's process for the company's Code of Conduct commitments requires them to be read, agreed to, and regularly signed by all workers through the annual Statement of Adherence (SoA) and Conflict of Interest (Col) Declaration.</p> <p>MedcoEnergi's process for the company's Code of Supplier commitments requires them to be read, agreed to, and signed by business partners whenever contracts are signed. The contracts between MedcoEnergi and third parties using MedcoEnergi's standard contracts include clauses that the contractors in countries where MedcoEnergi operates have committed themselves to complying with. This includes all applicable laws and regulations and MedcoEnergi's Business Ethics (Code of Conduct and Code of Supplier).</p> <p>MedcoEnergi communicates the company's policy commitments to the stakeholders through:</p> <p>a. Code of Conduct & Code of Supplier: Posted in MedcoEnergi's website:</p> <ul style="list-style-type: none"> • Code of Conduct: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/our-code/ • Code of Supplier: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/code-of-supplier/ • Internal familiarizations and engagements: Annual Statements of Adherence (SoA) - email blast in May 2025 and Conflicts of Interest (Col) declarations - email blast in October 2025 • External familiarization and engagements: (1) SCM e-Newsletter Q2 & Q3 period for Oil & Gas and Q4 period for Power; (2) Vendor Day (Feb 2025); (3) Contractor Forum (May 2025) <p>b. MedcoEnergi's Sustainability Policy:</p> <ul style="list-style-type: none"> • Posted in MedcoEnergi's website https://www.medcoenergi.com/en/our-sustainability/our-approach/sustainability-policy/ • Internal familiarizations and engagements: (1) Medco 101 training for Leaders (Aug 2025); (2) Field Compliance 2025 Risk Awareness (Aug 2025)(3) Site Visit Audit on MEB DEB & Corridor (Nov 2025) (4) Induction to New Hire (Sep & Dec 2025) • External familiarizations and engagements: (1) SCM Vendor Day (Feb 2025); (2) Contractor Forum (May 2025); (3) SCM e-Newsletter Q4 period for Power <p>c. MedcoEnergi's Oil & Gas' Community Development Policy:</p> <ul style="list-style-type: none"> • Posted in MedcoEnergi's website https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/

Indicators/disclosures	Type of entity and location	2025
		<p>d. MedcoEnergi's Human Rights Policy:</p> <ul style="list-style-type: none"> • Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/human-rights/ • Internal familiarizations and engagements: (1) Medco 101 (Aug 2025); (2) Human Rights Familiarisation to employees and leaders engagement in Corridor, Onshore, Thailand, Oman and SCM (Apr, May, Jun, Nov, and Dec 2025); (3) The Voluntary Principles on Security and Human Rights (VPSHR) Training (Jul 2025); (4) Induction to New Hire (Sep & Dec 2025); • External familiarization and engagements: (1) SCM Newsletter Q2, Q3, Q4 period for Oil & Gas and Q4 period for Power; (2) Contractor Forum (May 2025); (3) Human Rights Policy Workshop for Vendor (Jun 2025) <p>e. MedcoEnergi's HSE Policy:</p> <ul style="list-style-type: none"> • Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/health-safety/hse-policy/ • Internal familiarization and engagements: (1) Tarakan Safety Morning Meeting (Apr 2025); (2) HSEAC MM & Log. (Aug 2025) <p>f. MedcoEnergi's Oil & Gas' Security Policy:</p> <ul style="list-style-type: none"> • Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ • Internal familiarization: Security Monthly Meeting (Jul 2025) <p>g. Corporate Anti-Money Laundering Policy:</p> <ul style="list-style-type: none"> • Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/ • Internal formalization and engagements: refer to GRI 205-2 • External formalization and engagements: refer to GRI 205-2 <p>All MedcoEnergi's policies are available in English and Indonesian and can be accessed via MedcoEnergi's respective websites.</p>

GRI 2-24 - Embedding policy commitments

Indicators/disclosures	Type of entity and location	2025
<p>16. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: (GRI 2-24)</p>	<p>i. How it allocates responsibility to implement the commitments across different levels within the organization;</p>	<p>i. It is part of the BoD's roles and responsibilities to oversee the implementation of the policy commitments. This is stated as follows:</p> <ol style="list-style-type: none"> 1. MedcoEnergi's Sustainability Manual (October 2022), pages 8-10 of 20, within the Sustainability Governance section: Structure & Oversight, and Roles & Responsibilities. 2. Code of Conduct page 5: "MedcoEnergi defines a set of standards to govern the conduct of the Board of Commissioners, Board of Directors, and all employees for the good and safety of all parties, as

			<p>well as to achieve an effective and efficient business operation conducted in accordance with all applicable laws and regulations.”</p> <p>This statement aligns with the 2024 Sustainability Report (page 52): “Pursuing Excellence in Our Governance”, and the 2024 Annual Report (pages 98-101): “Corporate Governance.”</p> <p>ii. There are various divisions in the organisation with day-to-day responsibilities for implementing each of the policy commitments. This is officially stated in the following documents:</p> <ol style="list-style-type: none"> 1. MedcoEnergi’s Sustainability Manual (October 2022), pages 10-20 of 20, within the Sustainability Governance section: Structure & Oversight, and Roles & Responsibilities for cross-functional divisions, and Appendix E (page 18 of 20) for ESG Governance. 2. To support MedcoEnergi’s best interests, Our Code must be communicated to, implemented by, and followed by all stakeholders, including the Board of Commissioners, Board of Directors, employees, affiliates, business partners, and guests of the Company, without exception and regardless of their geographical locations (CoC, page 5). <p>iii. The MedcoEnergi Sustainability Policy commitments are formally discussed in regular Sustainability and Risk Management Committee (SRMC) meetings, while the Code of Conduct and Code of Supplier are formally discussed in regular Good Corporate Governance (GCG) Committee meetings. Information about the SRMC is provided in the MedcoEnergi Sustainability Manual, pages 8-9 of 20. Further information about both the SRMC and GCG Committees can be found in the 2024 Annual Report, pages 102-103 and 108-109, and the 2024 Sustainability Report, pages 40-41 and 52-53. Meeting notes from the SRMC and GCG Committees are kept internally.</p> <p>iv. Discussions and engagements about responsible business conduct between different levels or divisions in the organisation are held for cross-functional teams, employees and business partners. The activities and outcomes are reported to the GCG (Good Corporate Governance) Committee (for BoC and BoD) by the Audit and Integrity Compliance (AIC) Division.</p> <p>v. The Corporate Ethics and Compliance Committee (CECC) was established in October 2024 to ensure objective and fair processes in addressing all reported incidents, and to align with legal requirements, industry standards and international best practices. All allegation reports received through whistleblowing channels were promptly followed up by applying the principles of trust, impartiality and protection. MedcoEnergi determined appropriate and consistent</p>
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Indicators/disclosures		Type of entity and location	2025
			disciplinary actions in accordance with MedcoEnergi's procedures for addressing allegation reports. These procedures involved a thorough review by the Ethics and Compliance Committee, consisting of the Board of Directors (BoD) level, Senior Vice President Business Support, the Head of Corporate A&I, HR, Legal and other relevant functions, as deemed necessary. This information can be accessed at: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/good-corporate-governance/ .
	ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures;	Corporate	<p>1.a. MedcoEnergi has an Enterprise Risk Management (ERM) policy in place (MEI-CRM-GL -002 dated 1 July 2022), which is aligned with the Company's policies. All risks considered across the universe of risk categories reflect how responsible business conduct is implemented.</p> <p>1.b. MedcoEnergi's policies align with the following economic, environmental, social, and human rights impact assessments:</p> <ul style="list-style-type: none"> • The Sustainability Policy was defined based on the initial materiality assessment in 2018 and confirmed through a double materiality assessment in 2022. • The human rights assessments for the corporate level were conducted in 2022, and the results were used to establish our standalone human rights policy. • The Human Rights Impact Assessment (HRIA) for Block A and JOB Tomori was conducted in 2023 and finalised in January 2024. The HRIA was conducted as part of lenders' request to meet Equator Principles 4/EP4 requirements. As a follow-up to the Human Rights Impact Assessment (HRIA) in 2024, we launched respectful workplace policy which is an internal policy and conduct a series of offline and online familiarization on sites, along with human rights policy. Furthermore, we completed the Human Rights e-learning for MTBL (90 employees attended) and Corridor (302 employees attended). We also conducted familiarisation sessions for 16 Block A vendors. <p>1.c. As part of the annual Performance Management System (PMS) cycle, MedcoEnergi incorporates sustainability-related key performance indicators (KPIs) into MedcoEnergi's Team Performance Contracts (TPCs). MedcoEnergi aligns TPC outcomes with the Company's reward programmes, including salary reviews and performance incentives.</p> <p>2. The Sustainability Assessment Guidelines for Projects December 2020 and updated in December 2024, as well as Sustainability Assessment Guidelines for Operations November 2022 documents show how Medco Oil & Gas identifies, assesses, and manages environmental and social risks across all stages in the projects and operations.</p>

Indicators/disclosures		Type of entity and location	2025
			3. MedcoEnergi implements Operational Excellence Management System (OEMS), Anti Bribery Management System (ABMS), HSE Management System, Social Management System (SMS), Medco Security Management System (MSMS), and Contractor HSE Management System (CHSEMS). These include internal audits to monitor compliance with policy commitments. MedcoEnergi also monitors compliance with the policy commitments through the Company's Sustainability Assessment for projects and operations.
	iii. How it implements its commitments with and through its business relationships;	Corporate	<p>MedcoEnergi's procurement practices apply pre-qualification processes, bidding criteria, or screening criteria consistent with the expectations stipulated in MedcoEnergi's Code of Conduct in the section entitled "Respecting Our Stakeholders", sub-section "Our Business Partners" and Code of Supplier.</p> <p>Contracts between MedcoEnergi and third parties using MedcoEnergi's contract standards include clauses that the contractors in countries where MedcoEnergi operates, have committed themselves to complying with applicable laws and regulations and MedcoEnergi's Business Ethics (Code of Conduct and Code of Supplier).</p> <p>MedcoEnergi's business processes consider the Code of Conduct's and Code of Supplier's commitments whenever the Company determines whether to initiate, continue, or terminate a business relationship.</p> <p>The latest contract template, incorporating a standalone Human Rights Policy and Sustainability Policy, was implemented in July 2024.</p>
	iv. Training that the organization provides on implementing the commitments	Corporate	<p>MedcoEnergi provides various capability building and engagement sessions on implementing policy commitments:</p> <ul style="list-style-type: none"> • Programmes to upgrade employees' skills and transition assistance refer to GRI 404-2. • Code of Conduct training refers to GRI 205-2 e through apprentice induction and Medco 101 - for New Leader • Code of Supplier through engagements with business partners on Vendor Day • The security training related to human rights training refers to GRI 410 through Gada Pratama Training. <p>Note: The Gada Pratama Training programme is designed for new security guards and candidates.</p>

GRI 203 - Indirect Economic Impacts

Indicators/disclosures	Type of entity and location	2025
17. Extent of development of significant infrastructure investments and services supported (GRI 203-1)	Oil & Gas (Indonesia, Oman and Thailand)	USD 681,468
	Power (Indonesia)	USD 7,918

Indicators/disclosures	Type of entity and location	2025
18. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant (GRI 203-1)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	Investments in infrastructure in MedcoEnergi covers among others: <ul style="list-style-type: none"> • Road and bridge rehabilitation or development which brings better and extended access for local communities. • Public facilities construction or renovation for mosques, schools, lighting support, sanitation, river normalisation, water wells/clean water facility, housing for vulnerable groups, farming facilities, sports facilities, MSME Market stall center, multifunctional hall, and infrastructure to prevent flood. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.
19. Whether these investments and services are commercial, in-kind, or pro bono engagements (GRI 203-1)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	All investments in infrastructure are in-kind.
20. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts (GRI 203-2)	Oil & Gas (Indonesia and Thailand), Power (Indonesia)	Information on the Social Return on Investment (SROI) Report result in Rimau - Herbal Production Development Assistance and School Transportation Programme; Lematang - Forest Honey Cultivation and Improvement of Health Facilities; Thailand - Sensory Room and Coastal Classroom for Conservation are provided in 2025 MedcoEnergi Sustainability Report on page 129-131. <p>a. Rimau</p> <ul style="list-style-type: none"> • Herbal Production Development established a herbal production house for the Family Medicinal Plant (Tanaman Obat Keluarga "TOGA") group in Gajah Mati Village. The program's SROI was calculated at 1.25. This translates to a program present value of approximately IDR 92,863,225 from an investment of IDR 73,863,225 from the implementation of the program in 2022-2025. • Supporting School Transportation program for facilitating daily school transportation for students in Tabuan Village and Srikembang Village. The program's SROI was calculated at 2.21. This translates to a program present value of approximately IDR 477,596,848 from an investment of IDR 216,452,069 from the implementation of the program in 2022-2025. <p>b. Lematang</p> <ul style="list-style-type: none"> • Enhancing Primary Healthcare by Providing Medical Equipment, strengthened primary healthcare services at the Sumaja Makmur Puskesmas. The program's SROI was calculated at 1.28. This translates to a program present value of approximately IDR 86,458,440 from an investment of IDR 67,530,000 from the implementation of the program in 2024-2025. • Forest Honey Cultivation empowered local beekeepers through technical training, providing PPE, beehive boxes, fruit

Indicators/disclosures	Type of entity and location	2025
		<p>tree seedlings, and security fencing. The program's SROI was calculated at 1.49. This translates to a program present value of approximately IDR 121,334,424 from an investment of IDR 81,362,100 from the implementation of the program in 2023-2025.</p> <p>c. Thailand</p> <ul style="list-style-type: none"> Coastal Classroom for Conservation to strengthen community capacity for self-managed resource stewardship and enhance local resilience. The program's SROI was calculated at 61.07. This translates to a program present value of approximately THB12,790,529 against an investment of about THB 209,429 from the implementation of the program in 2024-2025. The Sensory and Physical Therapy Clinic at Chumphon Panyanukul School, Chumphon Province, aims to help students with intellectual disabilities, multiple disabilities, and autism to improve their concentration, physical readiness, and mental preparedness for learning. The program's SROI was calculated at 4.06. This translates to a program present value of approximately THB 2,565,945 against an investment of about THB 632,387 from the implementation of the program in 2022-2025.
21. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas (GRI 203-2)	Oil & Gas (Indonesia and Thailand), Power (Indonesia)	<p>These efforts in Sampang, Block A, Corridor, and Thailand support the realization of the following UN SDGs:</p> <ul style="list-style-type: none"> SDG 3 and 12 in Rimau Herbal Production Development SDG 4 in Rimau Supporting School Transportation program SDG 1, 2, and 3 in Lematang Enhancing Primary Healthcare by Providing Medical Equipment SDG 4, 8, 10, and 15 in Lematang Forest Honey Cultivation SDG 1, 4, 8, 11, 12, 14, and 17 in Thailand Coastal Classroom for Conservation SDG 1, 4, 10, 11 and 12 in Thailand Sensory and Physical Therapy Clinic

GRI 205 - Anti-corruption

Indicators/disclosures	Type of entity and location	2025	
		Number	Percentage
22. Total number and percentage of operations assessed for risks related to corruption (GRI 205-1)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	13	93%
	Power (Indonesia)	10	63%
23. Significant risks related to corruption identified through the risk assessment (GRI 205-1)	Corporate	Corporate crime liability, Procure-to-Pay (P2P) fraud risk, Conflict of Interest, Risk of OFAC & Other Sanction Compliance violation, Business Ethics violation, Risk of Harassment, and Risk of Falsifying, Misleading and Fraudulent or Manipulated Company's Data/Information.	

Indicators/disclosures		Type of entity and location	2025	
24. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)			Number	Percentage
		Corporate	13	100%
25. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)			Number	Percentage
		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2,458	100%
		Power (Indonesia)	1,037	100%
26. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)			Number	Percentage
		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	772	100%
		Power (Indonesia)	2,852	100%
27. Total number and percentage of governance body members that have received training on anti-corruption (GRI 205-2)			Number	Percentage
		Corporate	13	100%
28. Total number and percentage of employees that have received training on anti-corruption (GRI 205-2)			Number	Percentage
	Light education through emails sent to employees	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2,458	100%
		Power (Indonesia)	1,037	100%
	Participative training in both Oil & Gas and Power through the Statement of Adherence forms	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2,424	98.62%
		Power (Indonesia)	1,037	100%
	Intensive training in both Oil & Gas and Power through face-to-face trainings, online trainings, and Ethics Liaison Officer sessions	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	282	11.23%
Power (Indonesia)		366	35.29 %	

GRI 302 - Energy

Indicators/disclosures		Type of entity and location	2025	
29. Total fuel consumption within the organization from non-renewable sources, in gigajoules, and including fuel types used (GRI 302-1)	Fuel consumption in gigajoules	Oil & Gas (Indonesia, Oman and Thailand)	32,563,539.14	
	Fuel type used		- Compressed Natural Gas (CNG) - Natural gas - Gasoline - Aviation Gasoline - Jet Fuel (Kerosene) - Diesel - Fuel Oil - Crude Oil	
	Fuel consumption in gigajoules	Power (Indonesia)	26,603,346.61	
	Fuel type used		- Gasoline - Diesel - Natural gas	
30. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used (GRI 302-1)	Fuel consumption in gigajoules	Oil & Gas (Indonesia and Thailand)	312,416.61	
	Fuel type used		- Gasohol (E5) - Diesel (B7) - Biodiesel (B30) - Biodiesel (B35) - Biodiesel (B40) - Solar energy	
	Fuel consumption in gigajoules	Power (Indonesia)	3,522.52	

Indicators/disclosures		Type of entity and location	2025
	Fuel type used		<ul style="list-style-type: none"> - Biodiesel (B40) - Solar energy - Hydropower
31. In gigajoules, the total: (GRI 302-1)	i. Electricity consumption;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	283,910.96
		Power (Indonesia)	17,550.86
	ii. Heating consumption;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	-
	iii. Cooling consumption;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	-
	iv. Steam consumption.	Oil & Gas (Oman)	657,521.79
		Power (Indonesia)	-
32. In gigajoules, the total: (GRI 302-1)	i. Electricity sold;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	12,270,750.05
	ii. Heating sold;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	-
	iii. Cooling sold;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	-
	iv. Steam sold.	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	-
33. Total energy consumption within the organization, in gigajoules (GRI 302-1)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	33,817,388.51	
	Power (Indonesia)	15,668,893.59	
34. Standards, methodologies, assumptions, and/or calculation tools used (GRI 302-1)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	<ul style="list-style-type: none"> - American Petroleum Institute (API) Compendium 2009 - The Greenhouse Gas (GHG) Protocol for Corporate Accounting and Reporting Standard from World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI) 2004 - ISO 14064-1:2018 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019 	

Indicators/disclosures	Type of entity and location	2025
	Power (Indonesia)	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2018 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals
35. Source of the conversion factors used (GRI 302-1)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Internal calculation with reference to API Compendium 2009 and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006
	Power (Indonesia)	Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006
36. Energy intensity ratio for the organization (GRI 302-3)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2.84
	Power (Indonesia)	4.72
37. Organization-specific metric (the denominator) chosen to calculate the ratio (GRI 302-3)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	GJ/TOE HC product (Gigajoules per Tonne of Oil Equivalent of Hydrocarbon product)
	Power (Indonesia)	GJ/MWh (Gigajoules per Megawatt-hour)
38. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all (GRI 302-3)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Fuel (renewable and non-renewable), electricity and steam
	Power (Indonesia)	Fuel (renewable and non-renewable) and electricity
39. Whether the ratio uses energy consumption within the organization, outside of it, or both (GRI 302-3)	Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	Within the organization

GRI 305 - Emissions

Indicators/disclosures	Type of entity and location	2025
40. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent (GRI 305-1)	Oil & Gas (Indonesia, Oman and Thailand)	3,739,915.72
	Power (Indonesia)	1,500,019.27
41. Breakdown of gross direct (Scope 1) GHG emissions by type of source for Oil & Gas in metric tons of CO ₂ equivalent (GRI 305-1)	Oil & Gas (Indonesia, Oman and Thailand)	3,171,554.18
		466,449.45
		21,214.86
		621.71
		80,075.52
42. Gases included in the calculation (GRI 305-1)	Oil & Gas (Indonesia, Oman and Thailand)	CO ₂ , CH ₄ , N ₂ O, HFCs

Indicators/disclosures		Type of entity and location	2025
		Power (Indonesia)	CO ₂ , CH ₄ , N ₂ O
43. Gross direct and percentage of gross direct (Scope 1) GHG emissions from CH ₄ for Oil & Gas (GRI 305-1)	i. Gross direct (Scope 1) GHG emissions from CH ₄ in metric tons of CO ₂ equivalent;	Oil & Gas (Indonesia, Oman and Thailand)	97,379.12
	ii. Percentage of gross direct (Scope 1) GHG emissions from CH ₄ .		2.60%
44. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand)	22,200.05
		Power (Indonesia)	17.03
45. Base year for the calculation, if applicable, including: (GRI 305-1)	i. The rationale for choosing it;	Oil & Gas (Indonesia, Oman and Thailand)	MedcoEnergi has selected 2019 as MedcoEnergi's base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.
		Power (Indonesia)	Not applicable
	ii. Emissions in the base year;	Oil & Gas (Indonesia, Oman and Thailand)	5,419,585.82 tCO ₂ e
		Power (Indonesia)	Not applicable
	iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas (Indonesia, Oman and Thailand)	Not applicable
		Power (Indonesia)	Not applicable
46. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand)	Source of emissions factors: Internal calculation with reference to American Petroleum Institute (API) Compendium 2009, United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42) and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006. Source of GWP rates: IPCC Fourth Assessment Report
		Power (Indonesia)	Source of emissions factors: - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012 - Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 Source of GWP rates: IPCC Fourth Assessment Report
47. Consolidation approach for emissions (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	Operational control
48. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand)	<ul style="list-style-type: none"> - 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

Indicators/disclosures		Type of entity and location	2025	
			<ul style="list-style-type: none"> - ISO 14064-1:2018 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019 	
		Power (Indonesia)	<ul style="list-style-type: none"> - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012 - ISO 14064-1:2018 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - Ministry of Energy and Mineral Resources Decree No. SK.38/PPI/IGAS/PPI.2/11/2020 regarding operation of on-grid geothermal power plant 	
49.	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent (GRI 305-2)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	91,863.09	
		Power (Indonesia)	4,569.96	
50.	If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent (GRI 305-2)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	72,226.99	
		Power (Indonesia)	4,569.96	
51.	If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all (GRI 305-2)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	CO ₂ , CH ₄ , N ₂ O	
		Power (Indonesia)	CO ₂	
52.	Base year for the calculation, if applicable, including: (GRI 305-2)	i. The rationale for choosing it;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	MedcoEnergi has selected 2019 as MedcoEnergi's base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.
			Power (Indonesia)	Not applicable
		ii. Emissions in the base year;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	587.62 tCO ₂ e
			Power (Indonesia)	Not applicable
		iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Not applicable
			Power (Indonesia)	Not applicable
53.	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-2)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Source of emissions factors: <ul style="list-style-type: none"> - API Compendium 2009 - IPCC Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 - Indonesia: GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia 	

Indicators/disclosures		Type of entity and location	2025
			<ul style="list-style-type: none"> - Oman: The International Financial Institution (IFI) Dataset of Default Grid Factors v.3.0, United Nations Framework Convention on Climate Change (UNFCCC) - Thailand: CO₂ Emissions per kilowatt-hour (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 - Scope 2 market-based emissions of South Sumatra Block, Lematang and Bangkanai are calculated using the emission factor from Renewable Energy Certificates (RECs) <p>Source of GWP rates: IPCC Fourth Assessment Report</p>
		Power (Indonesia)	Source of emissions factors: GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia
54. Consolidation approach for emissions (GRI 305-2)		Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	Operational control
55. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-2)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	<ul style="list-style-type: none"> - API Compendium 2009 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2018 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Accounting and Reporting Standard, published by WBCSD and WRI, 2015
		Power (Indonesia)	<ul style="list-style-type: none"> - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2018 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Accounting and Reporting Standard from WBCSD and WRI, 2015
56. Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent (GRI 305-3)	Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	23,070,187.16
		Power (Indonesia)	255,978.52
	i. Scope 3 Category 3: Fuel- and energy-related activities not included in Scope 1 or Scope 2	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	50,804.25
		Power (Indonesia)	255,978.52
	ii. Scope 3 Category 10: Processing of sold product	Oil & Gas (Indonesia and Thailand)	1,886,165.10

Indicators/disclosures		Type of entity and location	2025
	iii. Scope 3 Category 11: Use of sold product	Oil & Gas (Indonesia and Thailand)	21,133,217.80
57.	If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all (GRI 305-3)	Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	CO ₂ , CH ₄ , N ₂ O
58.	Other indirect (Scope 3) GHG emissions categories and activities included in the calculation (GRI 305-3)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Categories included: - Category 3 (Fuel- and energy-related activities not included in Scope 1 or Scope 2) - Category 10 (Processing of sold product) - Category 11 (Use of sold product)
		Power (Indonesia)	Category included: - Category 3 (Fuel- and energy-related activities not included in Scope 1 or Scope 2)
59.	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-3)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Source of emissions factors: - Internal calculation with reference to GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI (2011), GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI (2013), and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2022 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2021 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2017 - Emissions from Oil and Gas Operations in Net Zero Transitions from International Energy Agency (IEA), 2023 - Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 4 2006 - Emission intensity from downstream value chain companies Source of GWP rates: IPCC Fourth Assessment Report
		Power (Indonesia)	Source of emissions factors: - Internal calculation with reference to GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI (2011), GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI (2013), and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2022

Indicators/disclosures		Type of entity and location	2025
			<ul style="list-style-type: none"> - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2021 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2017 <p>Source of GWP rates: IPCC Fourth Assessment Report</p>
60. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-3)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	<ul style="list-style-type: none"> - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI, 2004 - The GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI, 2011 - The GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI, 2013 - Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions from Ipieca and API, 2016 - American Petroleum Institute (API) Compendium 2009 - GHG emissions related to categories 10 and 11 are calculated based on product sold and considering an estimated destination of use, based on buyer's information, buyer's publication and literature data (World Oil Final Consumption per Product from IEA, 2023)
		Power (Indonesia)	<ul style="list-style-type: none"> - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI, 2004 - The GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI, 2011 - The GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI, 2013 - American Petroleum Institute (API) Compendium 2009
61. GHG emissions intensity ratio for the organization (GRI 305-4)	i. Scope 1	Oil & Gas (Indonesia, Oman and Thailand)	314.22
		Power (Indonesia)	0.45
	ii. Scope 1 + Scope 2	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	320.29
		Power (Indonesia)	0.45
62. Organization-specific metric (the denominator) chosen to calculate the ratio (GRI 305-4)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	tCO ₂ e/1,000 TOE HC product (tonnes of carbon dioxide equivalent per 1,000 Tonnes of Oil Equivalent of Hydrocarbon product)
		Power (Indonesia)	tCO ₂ e/MWh (tonnes of carbon dioxide equivalent per Megawatt-hour)
63. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) (GRI 305-4)		Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	<ul style="list-style-type: none"> - Direct (Scope 1) GHG emission sources - Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources

Indicators/disclosures		Type of entity and location	2025	
64. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all (GRI 305-4)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	CO ₂ , CH ₄ , N ₂ O, HFCs	
		Power (Indonesia)	CO ₂ , CH ₄ , N ₂ O	
65. Significant air emissions, in tonnes, for each of the following: (GRI 305-7)	NO _x (tonne/year)	Oil & Gas (Indonesia, Oman and Thailand)	5,433.40	
		Power (Indonesia)	10,525.13	
	SO _x (tonne/year)	Oil & Gas (Indonesia, Oman, and Thailand)	428.77	
		Power (Indonesia)	625.06	
	Volatile organic compounds (VOC) (tonne/year)	Oil & Gas (Indonesia, Oman, and Thailand)	1,268.91	
		Power (Indonesia)	Not applicable	
	Particulate matter (PM) (tonne/year)	Oil & Gas (Indonesia, Oman and Thailand)	229.60	
		Power (Indonesia)	812.95	
	Other standard categories of air emissions identified in relevant regulations	H ₂ S (tonne/year)	Power (Indonesia)	184.51
		NH ₃ (tonne/year)	Power (Indonesia)	0.06
66. Source of the emissions factors used (GRI 305-7)		Oil & Gas (Indonesia, Oman and Thailand)	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42)	
		Power (Indonesia)	Not applicable	
67. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-7)		Oil & Gas (Indonesia, Oman and Thailand)	<ul style="list-style-type: none"> - API Compendium 2009 - US EPA AP-42 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2018 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - Minister of Environment of the Republic of Indonesia Regulation Number 12 Year 2012 regarding Guidelines for Calculation of Emissions for Oil and Gas Industry Activities 	
		Power (Indonesia)	Minister of Environment and Forestry of the Republic of Indonesia, Regulation Number 15 Year 2019 regarding Emission Quality Standards for Thermal Power Plants	

GRI 401 - Employment

Indicators/disclosures		Type of entity and location	2025		
			Number	Percentage	
68. Total number and rate of new employee hires during the reporting period, by age group, gender and region (GRI 401-1)	Age group	Under 30 years old	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	16	0.65%
		30-50 years old		41	1.67%
		Over 50 years old		6	0.24%
	Age group	Under 30 years old	Power (Indonesia)	41	3.95%
		30-50 years old		37	3.57%
		Over 50 years old		1	0.10%
	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	15	0.61%
		Male		48	1.95%
	Gender	Female	Power (Indonesia)	8	0.77%
		Male		71	6.85%
	Region	Oman KSF	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	10	0.41%
		Thailand (Bangkok Office)		4	0.16%
		Thailand (Field)		3	0.12%
		Singapore Office		1	0.04%
		Block A		5	0.20%
		South Sumatra Block		-	-
		Rimau		-	-
		South Natuna Sea Block B		2	0.08%
		Lematang		-	-
		Tarakan		-	-
		Jakarta Office		35	1.42%
		Bangkanai		-	-
		Sampang		-	-
		Corridor		3	0.12%
	Region	MPI Headquarters (Jakarta)	Power (Indonesia)	10	0.96%
		Pusaka Mini-hydro (Cianjur)		-	-
		Cibalapulang Mini-hydro (Cianjur)		-	-
		Ijen Geothermal (Jakarta)		-	-
		MEB & DEB (Batam)		1	0.10%
		ELB (Batam)		8	0.77%
MPE (Palembang)			-	-	
EPE (Palembang)			-	-	
TJBPS (Jepara)			1	0.10%	
Sarulla Geothermal (North Tapanuli)			4	0.39%	
MPSI (Pekanbaru)			2	0.19%	
Sumbawa Solar PV (Sumbawa)			-	-	
MRPR (Jakarta)			3	0.29%	
East Bali Solar PV (East Bali)			-	-	
Sulut-1 (North Sulawesi) & Timor-1 (East Nusa Tenggara)			37	3.57%	
Ijen Geothermal (Ijen)			13	1.25%	
			Number	Percentage	

Indicators/disclosures			Type of entity and location	2025	
69. Total number and rate of employee turnover during the reporting period, by age group, gender and region (GRI 401-1)	Age group	Under 30 years old	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	1	0.04%
		30-50 years old		37	1.63%
		Over 50 years old		86	3.38%
	Age group	Under 30 years old	Power (Indonesia)	18	1.74%
		30-50 years old		32	3.09%
		Over 50 years old		8	0.77%
	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	16	0.65%
		Male		108	4.39%
	Gender	Female	Power (Indonesia)	4	0.39%
		Male		54	5.21%
	Region	Oman KSF	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2	0.08%
		Thailand (Bangkok Office)		1	0.04%
		Thailand (Field)		2	0.08%
		Singapore Office		1	0.04%
		Block A		2	0.08%
		South Sumatra Block		6	0.24%
		Rimau		2	0.08%
		South Natuna Sea Block B		27	1.10%
		Lematang		-	-
		Tarakan		1	0.04%
		Jakarta Office		71	2.89%
		Bangkanai		2	0.08%
		Sampang		-	-
		Corridor		7	0.28%
		Region		MPI Headquarters (Jakarta)	Power (Indonesia)
	Pusaka Mini-hydro (Cianjur)		-	-	
	Cibalapulung Mini-hydro (Cianjur)		2	0.19%	
	Ijen Geothermal (Jakarta)		-	-	
	MEB & DEB (Batam)		2	0.19%	
	ELB (Batam)		4	0.39%	
MPE (Palembang)	1		0.10%		
EPE (Palembang)	1		0.10%		
TJBPS (Jepara)	3		0.29%		
Sarulla Geothermal (North Tapanuli)	4		0.39%		
MPSI (Pekanbaru)	3		0.29%		
Sumbawa Solar PV (Sumbawa)	-		-		
MRPR (Jakarta)	5		0.48%		
East Bali Solar PV (East Bali)	2		0.19%		
Sulut-1 (North Sulawesi) & Timor-1 (East Nusa Tenggara)	21		2.03%		
Ijen Geothermal (Ijen)	-	-			
70. 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		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	1. Education/Scholarship Assistance (Oman KSF)	2. Emergency Loan/Loan Salary Advance (Oil & Gas Domestic)	

Indicators/disclosures			Type of entity and location	2025
insurance; (ii) Health care; (iii) Disability and invalidity coverage; (iv) Parental leave; (v) Retirement provision; (vi) Stock ownership; (vii) Others (GRI 401-2)				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 KSF) 7. Provident Fund (Thailand) 8. General Loan (Oil & Gas - MEPI) 9. Home Ownership Assistance Program/HOAP (Oil & Gas Domestic - Block A)
			Power (Indonesia)	1. Rest and Relax Allowance (MPI Headquarters, Sarulla Geothermal) 2. Emergency Loan (MPI Headquarters, TJBPS, ELB, MRPR) 3. Pension Program - Dana Pensiun Lembaga Keuangan/DPLK (MPI, TJBPS, MED/DEB, Sarulla Geothermal)
71. The definition used for 'significant locations of operation (GRI 401-2)			Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	As stated in the list of benefits above
72. Total number of employees that were entitled to parental leave, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	486
		Male		1,832
	Gender	Female	Power (Indonesia)	132
		Male		701
73. Total number of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	1
		Male		38
	Gender	Female	Power (Indonesia)	7
		Male		35
74. Total number of employees that returned to work in the reporting period after parental leave ended, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	1
		Male		38
	Gender	Female	Power (Indonesia)	7
		Male		35
75. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	12
		Male		39
	Gender	Female	Power (Indonesia)	1
		Male		17
76. a. Return to work rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	100%
		Male		100%
	Gender	Female	Power (Indonesia)	100%
		Male		100%
b. Retention rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	100%
		Male		100%
	Gender	Female	Power (Indonesia)	100%
		Male		100%

GRI 403 - Occupational Health and Safety

Indicators/disclosures	Type of entity and location	2025	
		Number	Rate
77. For all employees: the number and rate of fatalities as a result of work-related injury (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
78. For all employees: the number and rate of high-consequence work-related injuries (excluding fatalities) (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
79. For all employees: the number and rate of recordable work-related injuries (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	4	2.54
80. For all employees: the main types of work-related injury (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	Not Applicable	
	Power (Indonesia)	Fracture injury on right foot fingers and burn injury	
81. For all employees: the number of hours worked (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	5,054,854	
	Power (Indonesia)	1,574,234	
82. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of fatalities as a result of work-related injury (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
83. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of high-consequence work-related injuries (excluding fatalities) (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
84. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of recordable work-related injuries (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	5	0.17
	Power (Indonesia)	-	-
85. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the main types of work-related injury (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	Wound on the finger, wound on the head and injury due to electrical shock.	
	Power (Indonesia)	Not applicable	
86. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number of hours worked (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	28,814,875	
	Power (Indonesia)	5,166,238	
87. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards	Oil & Gas (Indonesia,	Operational hazards in all facilities are identified, assessed and defined the prevention	

Indicators/disclosures	Type of entity and location	2025
<p>have been determined; ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls (GRI 403-9)</p>	<p>Oman and Thailand)</p>	<p>and mitigation measures following hazard identification and risk assessment process in accordance to MedcoEnergi HSE Management System that aligned with International Standards and Practices.</p> <p>The risk assessment process is conducted with participation of multidisciplinary teams with objective to eliminate or minimize potential major hazard accident occurrence and reduce the risk within operations. The process is conducted by demonstrating risk reduction measures and giving confidence that asset has the ability and means to manage their hazard and control potential major accident risk properly, to achieve safe, and sustainable operations.</p> <p>Throughout 2025, there is no high-consequence injury from operational activities recorded in the Oil & Gas operations.</p> <p>Identified hazards that pose a risk of high-consequence injury are:</p> <ul style="list-style-type: none"> • Well activities causing potential blow out • Loss of containment from hydrocarbon processing facility • Gas blowby in the processing facility • Toxic gas exposure due to loss of primary containment • Aviation operation • Marine operation, including potential vessel collision with facility and boat transfer • Land transportation • Use of explosive material and detonator to support activity • Pressurized gas cylinder • Lifting activity • Forest fire • Electrocutation
	<p>Power (Indonesia)</p>	<p>Medco Power has identified work-related hazards for power plant operation and project. In the process of identifying potential hazards in the work environment, Medco Power utilizes the HIRADC (Hazard Identification Risk Assessment and Determine Control) method. HIRADC is established before commencement of any work and is updated regularly, especially when there are new activities in the work process. However, several medical treatment cases occurred, primarily caused by exposure to heavy equipment and contact with burned coal materials. These hazards fall under the Life Saving Rules (LSR), specifically related to line-of-fire risks and hot work activities.</p> <p>Medco Power encourages all leaders to make sure that everyone 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 accidents. Several actions were also conducted by Medco Power as a follow-up action and prevention for reoccurring incidents, such as eliminating the risk by using safe and proper equipment, developing work procedures and instructions for safe work methods, providing appropriate personal protective equipment for all workers, increasing Life Saving Rules safety awareness, and conducting mandatory HSE training for all workers.</p>
<p>88. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls (GRI 403-9)</p>	<p>Oil & Gas (Indonesia,</p>	<p>MedcoEnergi eliminates and minimizes risks by continually improving the hazard observation program through Safety Card and Life Saving</p>

Indicators/disclosures	Type of entity and location	2025
	Oman and Thailand)	<p>Rules (LSR) Field Verification, monitoring leading metrics related to occupational safety and process safety, conducting Health Risk Assessment (HRA) including mitigation actions required, health monitoring through Medical Check Up (MCU) compliance and its follow up, performing safety culture assessment in Corridor Asset (Wells Sub-Directories), conducting Audit SIAP SELAMAT in Onshore Tarakan, engaging contractor through Contractor HSE Forum and Contractor Safety Ambassador, sharing lessons learned from incidents and investigation results, conducting leadership site visit, performing regular emergency drill exercises including for incidents involving mass casualty, which is required to prevent any incident to occur.</p> <p>As part of continual improvement, MedcoEnergi evaluates HSE Management System (HSEMS) practices which support the organization to systematically identify, assess, control and monitor operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment.</p>
	Power (Indonesia)	<p>Medco Power has integrated the Health, Safety, and Environmental Protection aspects into the HSE Card program, which allows workers to conduct hazards observations, report the hazards/risks, as well as take the proper action. The HSE Card can be filled manually and through iOS and Android applications. All reports will be collected on the web-based dashboard to be further analyzed and assessed by the HSE team. Minor corrective actions can be taken immediately once the report is received, while more complex corrective actions will be reported to the relevant parties to be analyzed and given the appropriate recommendations. Referring to HIRADC in hazard management, Medco Power reviews the existing hazard control, and in the case of a hazards/risks value that is still high, Medco Power will add the following control methods:</p> <ol style="list-style-type: none"> 1. Elimination 2. Substitution 3. Engineering and Isolation 4. Procedure and Warning Sign 5. Training and Monitoring 6. PPE to reduce the hazards/risk value into the acceptance level
89. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	The rates of work related fatalities, high-consequence work-related injuries (excluding fatalities) and recordable work-related injuries are calculated based on 1,000,000 hours worked.
90. Whether and, if so, why any workers have been excluded from this disclosure, including the types of workers excluded (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	No employees or workers have been excluded from this disclosure.
91. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	<p>The injury rates are calculated as follow:</p> <p>The rate of fatalities as a result of work-related injury per 1,000,000 work hours = $\frac{\text{Number of fatality}}{\text{Number of hours worked}} \times 1,000,000$</p> <p>The rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 work hours =</p>

Indicators/disclosures	Type of entity and location	2025
		<p>(Number of high-consequence injuries (excluding fatalities)) / Number of hours worked x 1,000,000</p> <p>The rate of recordable work-related injuries per 1,000,000 work hours = (Number of recordable injuries) / Number of hours worked x 1,000,000</p> <p>Safety statistics and incident data are collected from each asset according to the Incident Management Document Guideline. This system is widely used for industrial incident rate calculation and classification which complies with the country Government Regulations and refers to Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.</p>
	Power (Indonesia)	<p>The injury rates are calculated as follow:</p> <p>The rate of fatalities as a result of work-related injury per 1,000,000 work hours = (Number of fatality) / Number of hours worked x 1,000,000</p> <p>The rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 work hours = (Number of high-consequence injuries (excluding fatalities)) / Number of hours worked x 1,000,000</p> <p>The rate of recordable work-related injuries per 1,000,000 work hours = (Number of recordable injuries) / Number of hours worked x 1,000,000</p> <p>Medco Power's safety statistics are calculated from subsidiaries based on incident/accident investigation and reporting procedures (A800/C01/SOPR010014), which complies with the Indonesian Government Regulation (Minister of Manpower Regulation Number 03/MEN/98 regarding Procedure in Reporting and Investigating Occupational Accident and Ministry of Manpower and Transmigration Regulation Number PER.01/MEN/1981 regarding Obligation to Report Occupational Illness) and Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.</p>

GRI 404 - Training and Education

Indicators/disclosures		Type of entity and location	2025	
92. Type and scope of programs implemented and assistance provided to upgrade employee skills (GRI 404-2)		Oil & Gas (Indonesia)	<p>MedcoEnergi offers a comprehensive internal training program with courses in four key areas:</p> <ul style="list-style-type: none"> • Leadership/Softskill • Technical • Operations, and • HSE <p>The training programs are primarily designed for permanent and direct contract employees. While some specialized programs cater to senior management (Senior Manager, Vice President, and Senior Vice President), most courses are open to employees at all levels within the company.</p> <p>In addition to internal training, MedcoEnergi offers an Employee Education Assistance program to support permanent employees pursuing higher education. This program helps employees financially with obtaining Bachelor's and Master's degrees. This program is applicable for all permanent employees with minimum 3 (three) years of services in the company and with 'Good' performance rating for the last 3 (three) years.</p>	
93. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment (GRI 404-2)		Oil & Gas (Indonesia)	MedcoEnergi offers a pre-retirement program designed to prepare permanent employees for a smooth transition into retirement. The program details are aligned with the applicable Pre-Retirement Guideline, which typically allows employees aged 50 and over to begin participating.	
94. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period (GRI 404-3)	i. Gender	Female	Oil & Gas (Indonesia)	98.39%
		Male	Oil & Gas (Indonesia)	98.65%
	ii. Employee category	SVP & VP	Oil & Gas (Indonesia)	90.48%
		Superintendent & supervisor		100.00%
		Senior manager		95.71%
		Manager		99.61%
Staff		98.32%		

GRI 405 - Diversity and Equal Opportunity

Indicators/disclosures		Type of entity and location	2025	
95. Percentage of individuals within the organization's governance bodies in each of the following diversity categories (GRI 405-1)	i. Gender	Female	Corporate	15.38%
		Male		84.62%
	ii. Age group	Under 30 years old	Corporate	-
		30-50 years old		15.38%
		Over 50 years old		84.62%
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Corporate	Not available	
96. Percentage of employees per employee category in each of the following diversity categories (GRI 405-1)	i. Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	19.77%
		Male		80.23%
		Female	Power (Indonesia)	12.73%
		Male		87.27%
	ii. Age group	Under 30 years old	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	4.35%
		30-50 years old		67.62%

Indicators/disclosures		Type of entity and location	2025
	Over 50 years old		28.03%
	Under 30 years old	Power (Indonesia)	22.47%
	30-50 years old		65.28%
	Over 50 years old		12.25%
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	Not available

GRI 410 - Security Practices

Indicators/disclosures		Type of entity and location	2025
97.	Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security (GRI 410-1)	Oil & Gas (Indonesia) Power (Indonesia)	100% 100%
98.	Whether training requirements also apply to third-party organizations providing security personnel (GRI 410-1)	Oil & Gas (Indonesia), Power (Indonesia)	Human rights policies and procedures training are also applied to third-party security personnel.

GRI 413 - Local Communities

Indicators/disclosures		Type of entity and location	2025
99.	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) Work councils, occupational health and safety committees and other worker representation bodies to deal with impacts; (viii) Formal local community grievance processes (GRI 413-1)	Oil & Gas (Indonesia, Oman and Thailand) Power (Indonesia)	100% 100%

GRI 415 - Public Policy

Indicators/disclosures		Type of entity and location	2025
100.	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary (GRI 415-1)	Oil & Gas (Indonesia, Oman, and Thailand), Power (Indonesia)	MedcoEnergi does not support any political party and does not make contributions or donations to any political party or affiliated organisation in any location MedcoEnergi operates.
101.	If applicable, how the monetary value of in-kind contributions was estimated (GRI 415-1)	Oil & Gas (Indonesia, Oman, and Thailand), Power (Indonesia)	Not applicable

All indicators in the subject matter information covered data for PT Medco Energi Internasional Tbk and its subsidiaries (collectively referred to as the “Group”) which are included in the scope of the Group’s sustainability report as follows:

Type of asset	Location	Name of asset	Name of legal entity
Oil & Gas	Oman	Oman KSF	Medco LLC
	Thailand	Thailand (Bangkok Office)	Medco Energi Thailand (Bualuang) Limited
		Thailand (Field)	Medco Energi Thailand (Bualuang) Limited
			Medco Energi Thailand (E&P) Limited
	Singapore	Singapore Office	Medco Energi Global Pte Ltd
	Indonesia	Block A	PT Medco E&P Malaka
		South Sumatra Block	PT Medco E&P Indonesia
		Rimau	PT Medco E&P Rimau
		South Natuna Sea Block B	Medco E&P Natuna Ltd
		Lematang	PT Medco E&P Lematang
			Medco Lematang BV
			Lematang E&P Limited
		Tarakan	PT Medco E&P Tarakan
		Madura Offshore	Medco Energi Madura Offshore Pty Ltd
		Sampang	Medco Energi Sampang Pty Ltd
		Bangkanai	Medco Energi Bangkanai Ltd
			Medco Energi Central Kalimantan Ltd
			Medco Energi Kerendan Limited
		Corridor	Medco E&P Grissik Ltd
			Medco E&P Corridor S.A.U
		Sakakemang	Medco E&P Sakakemang B.V.
	Jakarta Office	PT Medco Energi Internasional Tbk	
Palembang Office	PT Medco E&P Indonesia		
Banda Aceh Office	PT Medco E&P Malaka		
Power	Indonesia	MEB	PT Mitra Energi Batam
		DEB	PT Dalle Energy Batam
		ELB	PT Energi Listrik Batam
		Sarulla Geothermal	PT Medco Geothermal Sarulla
		TJBPS	PT TJB Power Services
		Cibalapulung Mini-hydro	PT Bio Jatropha Indonesia
		Pusaka Mini-hydro	PT Pembangunan Pusaka Parahiangan
		MPI Headquarters	PT Medco Power Indonesia
		MPE	PT Multidaya Prima Elektrindo
		EPE	PT Energi Prima ElektriKa
		MRPR	PT Medco Ratch Power Riau
		MPSI	PT Medcopower Servis Indonesia
		Sumbawa Solar PV	PT Medcopower Solar Sumbawa
		East Bali Solar PV	PT Medcosolar Bali Timur
		Ijen Geothermal	PT Medco Cahaya Geothermal
			PT Medco Power Geothermal Services
		Timor-1	PT Medco Power Energi Services
		Sulut-1	