

MEDCOENERGI 

GRI

Value.
Focus.
Growth.



2025

GRI Performance Data

PT Medco Energi Internasional Tbk



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GRI Performance Data

List of Entities

The following is the list of MedcoEnergi asset names and their corresponding legal entities:

Name of Assets	Name of Legal Entities
Oil & Gas	
Oman KSF	Medco LLC
Thailand (Bangkok Office)	Medco Energi Thailand (Bualuang) Limited
Thailand (Field)	Medco Energi Thailand (Bualuang) Limited Medco Energi Thailand (E&P) Limited
Singapore Office	Medco Energi Global Pte Ltd
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

Name of Assets	Name of Legal Entities
Power	
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 Jatropa Indonesia
Pusaka Mini-hydro	PT Pembangunan Pusaka Parahiangan
MPI Headquarters	PT Medco Power Indonesia
MPE	PT Multidaya Prima Elektrindo
EPE	PT Energi Prima ElektriKa
MRRPR	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	

GRI Performance Data

List of Assets

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

Name of Assets	2023	2024	2025
Oil & Gas	1. Oman KSF	1. Oman KSF	1. Oman KSF
	2. Block A	2. Block A	2. Block A
	3. South Sumatra Block ¹	3. South Sumatra Block ¹	3. South Sumatra Block ¹
	4. Rimau ¹	4. Rimau ¹	4. Rimau ¹
	5. South Natuna Sea Block B	5. South Natuna Sea Block B	5. South Natuna Sea Block B
	6. Lematang ¹	6. Lematang ¹	6. Lematang ¹
	7. Tarakan	7. Tarakan	7. Tarakan
	8. Madura Offshore	8. Madura Offshore	8. Madura Offshore
	9. Sampang	9. Sampang	9. Sampang
	10. Bangkanai	10. Bangkanai	10. Bangkanai
	11. Thailand (Field)	11. Thailand (Field)	11. Thailand (Field)
	12. Thailand (Bangkok Office)	12. Thailand (Bangkok Office)	12. Thailand (Bangkok Office)
	13. Jakarta Office	13. Jakarta Office	13. Jakarta Office
	14. Singapore Office	14. Singapore Office	14. Singapore Office
	15. Corridor	15. Corridor	15. Corridor
	16. Palembang Office	16. Palembang Office	16. Palembang Office
		17. Banda Aceh Office	17. Banda Aceh Office
		18. Sakakemang	

Name of Assets	2023	2024	2025
Power	1. MEB ²	1. MEB ²	1. MEB ²
	2. DEB ²	2. DEB ²	2. DEB ²
	3. ELB ²	3. ELB ²	3. ELB ²
	4. Sarulla Geothermal	4. Sarulla Geothermal	4. Sarulla Geothermal
	5. TJBPS	5. TJBPS	5. TJBPS
	6. Cibalapulung Mini-hydro	6. Cibalapulung Mini-hydro	6. Cibalapulung Mini-hydro
	7. Pusaka Mini-hydro	7. Pusaka Mini-hydro	7. Pusaka Mini-hydro
	8. MPI Headquarters	8. MPI Headquarters	8. MPI Headquarters
	9. MPE ³	9. MPE ³	9. MPE ³
	10. EPE ³	10. EPE ³	10. EPE ³
	11. Ijen Geothermal ⁴	11. Ijen Geothermal ⁴	11. Ijen Geothermal ⁴
	12. MRPR ⁵	12. MRPR ⁵	12. MRPR ⁵
	13. MPSI	13. MPSI	13. MPSI
	14. Sumbawa Solar PV	14. Sumbawa Solar PV	14. Sumbawa Solar PV
	15. West Bali Solar PV	15. East Bali Solar PV	15. East Bali Solar PV
		16. Timor-1	16. Timor-1
		17. Sulut-1	17. Sulut-1

¹ South Sumatra Block (SSB), Rimau and Lematang represent South Sumatra Region.

² Mitra Energi Batam (MEB), Dalle Energi Batam (DEB) and Energi Listrik Batam (ELB) represent Batam IPP.

³ Multidaya Prima Elektrindo (MPE) and Energi Prima Elektrika (EPE) represent South Sumatra IPP.

⁴ PT Medco Power Geothermal Services is included in Ijen Geothermal starting in 2024.

⁵ Medco Ratch Power Riau (MRPR) represents Riau IPP.



04 | Our Approach to Sustainability

GRI 2 - General Disclosure 2021

Individual Disclosure Items	2025
GRI 2-23: Policy commitment	
a. 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	<p>Corporate</p> <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: Our 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: We developed our Code of Conduct (i.e., our Code) based on benchmarks with multinational companies and international leading practices as well as input from relevant corporate divisions. Our Code is based on the corporate values of MedcoEnergi: professional, ethical, open and innovative. Our Code defines the expectations, roles and responsibilities we expect our 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 our Code. Our Code can be accessed at https://www.medcoenergi.com/en/our-sustainability/governance-ethics/our-code/. In March 2024, MedcoEnergi launched its 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 set out the rules and guidelines for directors, employees and business partners in relation to the prevention of money laundering across our business. This policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/.</p> <p>MedcoEnergi’s Sustainability Policy outlines our commitments to maintain healthy, safe workplaces built upon a culture of mutual respect and our 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. Our 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 our 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. Our 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 our 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 we operate. Our Community Development Policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/.</p> <p>MedcoEnergi’s Oil & Gas’ Security Policy describes our 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. Our 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 our 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 we operate, promote human rights through the provision of accessible and affordable energy. This policy was signed on 10 January 2024 and can be accessed at https://www.medcoenergi.com/en/our-sustainability/human-rights/.</p>



Individual Disclosure Items	2025
b. Describe its specific policy commitment to respect human rights, including:	
<p>i. The internationally recognized human rights that the commitment covers;</p> <p>ii. The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment</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 <p>i. The internationally recognized human rights principles are stated in the following policies and relevant sections:</p> <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." 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." 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" 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" 6. 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>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. 3. Local Communities in MedcoEnergi's Sustainability Policy page 1, in the Environmental and Social Development and Local Community Empowerment section. 4. Partnership with security stakeholders in MedcoEnergi's Oil & Gas' Security Policy point 6. 5. Society & local communities and Business partners & their employees in MedcoEnergi's Human Rights Policy page 2, in Our Commitments section. 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.
c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	
	<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: We summarise our commitment on Anti-Money Laundering in our 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>



Individual Disclosure Items	2025
d. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	
	<p>All of our 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> <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
e. Report the extent to which the policy commitments apply to the organization’s activities and to its business relationships	
	<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 on behalf of company will comply with this policy</p>



Individual Disclosure Items	2025
	<p>f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties</p> <p>Our process for our 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>Our process for our 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>We communicate our policy commitments to the stakeholders through:</p> <p>a. Code of Conduct & Code of Supplier:</p> <ul style="list-style-type: none"> • Posted in MedcoEnergi's website: <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 familiarisation and engagements: Annual Statements of Adherence (SoA) - email blast on May 2025 and Conflicts of Interest (Col) declarations - email blast on 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 familiarisation 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 familiarisation 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/ <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 familiarisation 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 our policies are available in English and Indonesian and can be accessed via our respective websites.</p>



Individual Disclosure Items	2025
GRI 2-24: Embedding policy commitments	
a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:	
<p>i. How it allocates responsibility to implement the commitments across different levels within the organization</p>	<ol style="list-style-type: none"> 1. It is part of the BoD's roles and responsibilities to oversee the implementation of the policy commitments. This is stated as follows: <ul style="list-style-type: none"> • MedcoEnergi's Sustainability Manual (October 2022), pages 8–10 of 20, within the Sustainability Governance section: Structure & Oversight, and Roles & Responsibilities. • 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 well as to achieve an effective and efficient business operation conducted in accordance with all applicable laws and regulations." 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. 2. 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: <ul style="list-style-type: none"> • 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. • 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). 3. 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. 4. 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. 5. 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 disciplinary actions in accordance with our 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&IC, 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/.
<p>ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures</p>	<ol style="list-style-type: none"> 1.a. We have an Enterprise Risk Management (ERM) policy in place (MEI-CRM-GL-001 dated 1 July 2022), which is aligned with our policies. All risks considered across the universe of risk categories reflect how responsible business conduct is implemented. 1.b. Our policies align with the following economic, environmental, social and human rights impact assessments: <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 Familiarisation 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. 1.c. As part of the annual Performance Management System (PMS) cycle, we incorporate sustainability-related key performance indicators (KPIs) into our Team Performance Contracts (TPCs). We align TPC outcomes with our reward programmes, including salary reviews and performance incentives. 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. 3. We implement our 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. We also monitor compliance with the policy commitments through our Sustainability Assessment for projects and operations.



Individual Disclosure Items	2025
<p>iii. How it implements its commitments with and through its business relationships</p>	<p>Our 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 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>Our business processes consider the Code of Conduct's and Code of Supplier's commitments whenever we determine 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 first implemented in July 2024.</p>
<p>iv. Training that the organization provides on implementing the commitments</p>	<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 inductions and Medco 101 – for New Leaders. • 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>



05 | Pursuing Excellence in Governance

GRI 205: Anti-Corruption 2016

Individual Disclosure Items	Type of Entity	2023		2024		2025	
		Value	%	Value	%	Value	%
GRI 205-1: Operations assessed for risks related to corruption							
a. Total number and percentage of operations assessed for risks related to corruption (based on Fraud Risk Assessment workshops)							
	Oil & Gas ¹	13	100%	13	100%	13	93% ²
	Power	10	71% ³	10	63% ⁴	10	63% ⁴
b. Significant risks related to corruption identified through the risk assessment							
	Corporate	<p>2023: Corporate crime liability risk, procure to pay fraud risk, conflict of interest risk, OFAC violations risk and other sanction compliance violation, and business ethics violation.</p> <p>2024: Corporate crime liability risk, procure to pay fraud risk, conflict of interest risk, OFAC violations risk and other sanction compliance violation, business ethics violation, risk of intellectual property infringement/misappropriation and risk of workplace conflict and harassment.</p> <p>2025: 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.</p>					
GRI 205-2: Communication and training on anti-corruption policies and procedures							
a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to (based on email communication to governance body members)							
	Corporate	13	100%	13	100%	13	100%
b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to (based on email communication to employees regarding anti-corruption policies and procedures)							
	Oil & Gas	2,597	100%	2,526	100%	2,458	100%
	Power	901	100%	1,013	100%	1,037	100%

¹ The data includes Oil & Gas Domestic and International.

² This figure is based on 14 assets, reflecting the inclusion of the Singapore Office in the 2025 scope of assurance.

³ This number is based on 14 assets because the exclusion of Medco Sumbawa Gas due to PT Amman Mineral Internasional Tbk (AMMN) acquired 100% of the shares of PT Medco Sumbawa Gas from PT Medco Power Indonesia (MEDPI).

⁴ This number is based on 16 assets due to several conditions:

- Due to West Bali Solar PV (MSBB) Project completion and its transition to operational phase as per 1 January 2024 all employee of MSBB transferred to East Bali Solar PV (MSBT).
- The inclusion of PT Medco Power Energi Services and PT Medco Power Geothermal Services.

Individual Disclosure Items	Type of Entity	2023		2024		2025	
		Value	%	Value	%	Value	%
c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to							
	Oil & Gas	693	100%	655	100%	772	100%
	Power	1,615	100%	2,181	100%	2,852	100%
d. Total number and percentage of governance body members that have received training on anti-corruption (based on online participative training through the Statement of Adherence forms)							
	Corporate	13	100%	13	100%	13	100%
e. Total number and percentage of employees that have received training on anti-corruption							
• Light education through emails sent to employees	Light Education (Oil & Gas)	2,597	100%	2,526	100%	2,458	100%
• Participative training in both Oil & Gas and Power through the Statement of Adherence forms	Light Education (Power)	901	100%	1,013	100%	1,037	100%
• Intensive training in both Oil & Gas and Power through face-to-face trainings, online trainings, and Ethics Liaison Officer sessions	Participative Training (Oil & Gas)	2,534	97.57%	2,491	98.61%	2,424	98.62%
	Participative Training (Power)	900	99.89%	1,012	99.90%	1,037	100%
	Intensive Training ⁵ (Oil & Gas)	707	27.22%	590	23.36%	282	11.23%
	Intensive Training ⁶ (Power)	265	29.41%	505	49.85%	366	35.29%

GRI 415: Public Policy 2016

Individual Disclosure Items	2023	2024	2025
GRI 415-1: Political Contribution			
a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary			
	MedcoEnergi does not support any political party and does not make contributions or donations to any political party or affiliated organisation in any location we operate.		
b. If applicable, how the monetary value of in-kind contributions was estimated			
	Not Applicable		

⁵ In 2025, in addition to the permanent employees which has been reported in the table, Medco E&P Oil and Gas Domestic & International has delivered trainings on anti-corruption to a total of 2,883 participants (consists of employees and third party contractors, and one participant can join multiple anti-corruption trainings). These numbers are not assured by KAP PSS - EY.

⁶ In 2025, in addition to the permanent employees which has been reported in the table, Medco Power has delivered trainings on anti-corruption to a total of 499 participants (consists of employees and third party contractors, and one participant can join multiple anti-corruption trainings). These numbers are not assured by KAP PSS - EY.



06 | Driving a Sustainable Future through Climate Action

GRI 302: Energy 2016 - Oil & Gas¹

Individual Disclosure Items	2023	2024	2025
GRI 302-1: Energy consumption within the organization			
a. Total fuel consumption within the organization from non-renewable sources, in gigajoules, and including fuel types used			
	38,296,845.28 ^a	34,899,653.31 ^b	32,563,539.14 ^{b,c}
	<ul style="list-style-type: none"> Compressed Natural Gas (CNG) Natural gas Gasoline Aviation gasoline Jet fuel (kerosene) Diesel Fuel oil Crude oil 		
b. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used			
	264,406.66 ^a	332,816.77 ^b	312,416.61 ^{b,d}
	<ul style="list-style-type: none"> Gasohol 91/95 (E10) Gasohol (E20) Diesel (B7) Biodiesel (B30) Biodiesel (B35) Solar energy 	<ul style="list-style-type: none"> Gasohol (E5) Diesel (B7) Biodiesel (B30) Biodiesel (B35) Solar energy 	<ul style="list-style-type: none"> Gasohol (E5) Diesel (B7) Biodiesel (B30) Biodiesel (B35) Biodiesel (B40) Solar Energy
c. In gigajoules, the total:			
i. Electricity consumption;	177,400.20 ^e	246,981.54 ^f	283,910.96 ^{f,h}
ii. Heating consumption;	-	-	-
iii. Cooling consumption;	-	-	-
iv. Steam consumption	-	487,971.87 ^g	657,521.79 ^{g,i}
d. In gigajoules, the total:			
i. Electricity sold;	-	-	-
ii. Heating sold;	-	-	-
iii. Cooling sold;	-	-	-
iv. Steam sold	-	-	-
e. Total energy consumption within the organization, in gigajoules			
	38,738,652.13 ^{a,e}	35,967,423.49 ^{b,f,g}	33,817,388.51 ^{b,c,d,f,g,h,i}

Individual Disclosure Items	2023	2024	2025
f. Standards, methodologies, assumptions, and/or calculation tools used			
	<p>2023-2024:</p> <ul style="list-style-type: none"> American Petroleum Institute (API) Compendium 2009 The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019 <p>2025:</p> <ul style="list-style-type: none"> American Petroleum Institute (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 organisation level for quantification and reporting of greenhouse gas emissions and removals James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019 		
g. Source of the conversion factors used			
	Internal calculation with reference to API Compendium 2009 and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006.		
GRI 302-3: Energy intensity			
a. Energy intensity ratio for the organization			
	2.88 ^{a,e}	2.86 ^{b,f,g}	2.84 ^{b,c,d,f,g,h,i}
b. Organization-specific metric (the denominator) chosen to calculate the ratio			
	GJ/TOE HC product (Gigajoules per Tonne of Oil Equivalent of Hydrocarbon product)		
c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all			
	Fuel (renewable and non-renewable) and electricity	Fuel (renewable and non-renewable), electricity and steam	
d. Whether the ratio uses energy consumption within the organization, outside of it, or both			
	Within the organisation		

¹ Additional remarks for GRI 302: Energy - Oil & Gas in 2025 can be found on [page 11](#).



Additional remarks for GRI 302: Energy - Oil & Gas

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 302-1 and 302-3	a	Scope of assets	The list of assets in 2023— International : Oman KSF, Thailand and Singapore Office; Domestic : Rimau, South Sumatra Block, Lematang, Tarakan, Block A, Bangkanai, Palembang Office, South Natuna Sea Block B, Sampang, Madura Offshore, Corridor and Jakarta Office. Malaysia Office is not included starting 2023, due to stop operating in November 2022.
	b	Scope of assets	The list of assets in 2024-2025— International : Oman KSF, Thailand and Singapore Office; Domestic : Rimau, South Sumatra Block, Lematang, Tarakan, Block A, Bangkanai, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Madura Offshore, Corridor and Jakarta Office.
	c	Justification for the decrease in energy consumption from non-renewable sources	Lower fuel gas consumption mostly attributed to operational improvements and several GHG emission reduction projects.
	d	Justification for the decrease in energy consumption from renewable	Lower biodiesel fuel consumption in 2025 mainly driven by less drilling activities in Madura Offshore.
	e	List of assets	The list of assets in 2023 that consume energy from purchased electricity consist of Palembang Office, Bangkanai, South Sumatra Block, Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman KSF, Singapore Office, Jakarta Office and Corridor.
	f	List of assets	The list of assets in 2024-2025 that consume energy from purchased electricity consist of Rimau, South Sumatra Block, Lematang, Tarakan, Block A, Bangkanai, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Thailand, Oman KSF, Singapore Office, Jakarta Office and Corridor.
	g	List of assets	In 2024-2025, the asset that consume energy from purchased steam is Oman KSF.
	h	Justification on the increase in purchased electricity consumption	Full year implementation of power conversion to national grid in Lematang.
	i	Justification on the increase in purchased steam consumption	Higher purchased steam consumption for steam flood operation in Oman KSF.
	j	Justification on the decrease in energy intensity	Lower fuel gas consumption mostly attributed to operational improvements and several GHG emission reduction projects.

GRI 305: Emissions 2016 - Oil & Gas¹

Individual Disclosure Items	Type of Entity	2023	2024	2025
GRI 305-1: Direct (Scope 1) GHG emissions				
a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent				
	Oil & Gas	4,223,200.48 ^a	3,738,219.65 ^b	3,739,915.72 ^{b,c}
	JOB Tomori ²	79,542.55	76,689.48	76,843.86
b. Breakdown of gross direct (Scope 1) GHG emissions by type of source for Oil & Gas in metric tons of CO₂ equivalent*				
i. Gross direct (Scope 1) GHG emissions from combustion;	Oil & Gas	3,835,109.15	3,360,378.45	3,171,554.18 ^d
ii. Gross direct (Scope 1) GHG emissions from flaring;	Oil & Gas	317,246.99	312,829.22	466,449.45 ^e
iii. Gross direct (Scope 1) GHG emissions from venting;	Oil & Gas	28,092.93	23,000.46	21,214.86 ^f
iv. Gross direct (Scope 1) GHG emissions from process (feedstock) emissions;	Oil & Gas	2,154.81	863.64	621.71 ^g
v. Gross direct (Scope 1) GHG emissions from fugitives	Oil & Gas	40,596.59	41,147.88	80,075.52 ^h
c. Gases included in the calculation				
	Oil & Gas	CO ₂ , CH ₄ , N ₂ O, HFCs		
d. Gross direct and percentage of gross direct (Scope 1) GHG emissions from CH₄ for Oil & Gas				
i. Gross direct (Scope 1) GHG emissions from CH ₄ in metric tons of CO ₂ equivalent;	Oil & Gas	98,520.42 ^a	88,938.97 ^b	97,379.12 ^{b,i}
ii. Percentage of gross direct (Scope 1) GHG emissions from CH ₄	Oil & Gas	2.33%	2.38%	2.60%
e. Biogenic CO₂ emissions in metric tons of CO₂ equivalent				
	Oil & Gas	18,887.01 ^a	23,924.14 ^b	22,200.05 ^{b,j}
f. Base year for the calculation, if applicable, including:				
i. The rationale for choosing it;	Oil & Gas	MedcoEnergi has selected 2019 as our base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.		
ii. Emissions in the base year;	Oil & Gas	5,419,585.82 tCO ₂ e		
iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas	Not Applicable		

¹ Additional remarks for GRI 305: Emissions - Oil & Gas in 2025 can be found on [page 16-17](#).

² Joint Operating Body Pertamina - Medco E&P Tomori Sulawesi (JOB Tomori) is a non-operating asset, therefore the numbers reflect 30% MedcoEnergi's working interest and these numbers are not assured by KAP PSS - EY.

Individual Disclosure Items	Type of Entity	2023	2024	2025
g. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source				
	Oil & Gas	Source of emissions factors: 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		
h. Consolidation approach for emissions				
	Oil & Gas	Operational Control		
i. Standards, methodologies, assumptions, and/or calculation tools used				
	Oil & Gas	<p>2023-2024:</p> <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 • ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals • James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019 <p>2025:</p> <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 • ISO 14064-1:2018 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals • James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019 		

*) Notes:

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



Individual Disclosure Items	Type of Entity	2023	2024	2025
GRI 305-2: Energy indirect (Scope 2) GHG emissions				
a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent				
	Oil & Gas	26,354.18 ^k	72,584.14 ^{l,m}	91,863.09 ^{l,m,o,q}
b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent				
	Oil & Gas	26,354.18 ^{k,p}	60,359.02 ^{l,m,q}	72,226.99 ^{m,o,q}
c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all				
	Oil & Gas	CO ₂	CO ₂ , CH ₄ , N ₂ O	
d. Base year for the calculation, if applicable, including:				
i. the rationale for choosing it	Oil & Gas	MedcoEnergi has selected 2019 as our base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.		
ii. Emissions in the base year	Oil & Gas	587.62 ⁿ tCO ₂ e		
iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas	Not Applicable		
e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source				
	Oil & Gas	2023: Source of emissions factors: <ul style="list-style-type: none"> • API Compendium 2009 • Indonesia: GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia • Oman: 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 		

Individual Disclosure Items	Type of Entity	2023	2024	2025
		2024-2025: 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 • Oman: The IFI Dataset of Default Grid Factors v.3.0, United Nations Framework Convention on Climate Change (UNFCCC) • Thailand: CO₂ Emissions per kWh, Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand • Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore • Scope 2 market-based emissions of South Sumatra Block, Lematang and Bangkanai are calculated using the emission factor from Renewable Energy Certificates (RECs) Source of GWP rates: IPCC Fourth Assessment Report		
f. Consolidation approach for emissions				
	Oil & Gas	Operational Control		
g. Standards, methodologies, assumptions, and/or calculation tools used				
	Oil & Gas	2023-2024: <ul style="list-style-type: none"> • API Compendium 2009 • The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 • ISO 14064-1:2006 regarding specification with guidance at the organisation 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 2025: <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 organisation 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 		



Individual Disclosure Items	Type of Entity	2023	2024	2025
GRI 305-3: Other indirect (Scope 3) GHG emissions				
a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent				
Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent	Oil & Gas	Not Applicable	24,971,600.20 ^{rs}	23,070,187.16 ^{rs,u}
i. Scope 3 Category 3: Fuel and energy related activities (not included in Scope 1 or Scope 2)	Oil & Gas		50,447.12 ^{rt}	50,804.25 ^{rt,v}
ii. Scope 3 Category 10: Processing of sold product	Oil & Gas		1,841,562.30 ^r	1,886,165.10 ^{rt,w}
iii. Scope 3 Category 11: Use of sold product	Oil & Gas		23,079,590.78 ^r	21,133,217.80 ^{rx}
b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all				
	Oil & Gas	Not Applicable	CO ₂ , CH ₄ , N ₂ O	
c. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation				
	Oil & Gas	2023: Not Applicable 2024-2025: Categories Included: <ul style="list-style-type: none"> 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) 		
d. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source				
	Oil & Gas	2023: Not Applicable 2024-2025: Source of emissions factors: <ul style="list-style-type: none"> Internal calculation with reference to GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD & WRI (2011), GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD & 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 		

Individual Disclosure Items	Type of Entity	2023	2024	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 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 <p>Source of GWP rates: IPCC Fourth Assessment Report</p>		
e. Standards, methodologies, assumptions, and/or calculation tools used				
	Oil & Gas	2023: Not Applicable 2024: <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 category 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, 2022) 2025: <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 category 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) 		



Individual Disclosure Items	Type of Entity	2023	2024	2025
GRI 305-4: GHG emissions intensity				
a. GHG emissions intensity ratio for the organization				
i. Scope 1	Oil & Gas	314.49 ^a	297.76 ^b	314.22 ^{b,c,z}
	JOB Tomori ¹	71.13	70.01	69.57
ii. Scope 1 + Scope 2	Oil & Gas	316.45 ^{a,k}	302.57 ^{b,l,m}	320.29 ^{b,c,l,m,o,q,y,z}
b. Organization-specific metric (the denominator) chosen to calculate the ratio				
	Oil & Gas	tCO ₂ e/1000 TOE HC product (tonnes of carbon dioxide equivalent per 1,000 Tonnes of Oil Equivalent of Hydrocarbon product)		
c. Types of GHG emissions included in the intensity ratio; whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)				
	Oil & Gas	<ul style="list-style-type: none"> Direct (Scope 1) GHG emission sources Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources 		
d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all				
	Oil & Gas	CO ₂ , CH ₄ , N ₂ O, HFCs		
GRI 305-7: Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions				
a. Significant air emissions, in tonnes, for each of the following:				
i. NO _x (tonne/year);	Oil & Gas	5,958.34 ^a	5,652.53 ^b	5,433.40 ^{b,aa}
ii. SO _x (tonne/year);	Oil & Gas	698.37 ^a	598.22 ^b	428.77 ^{b,ab}
iii. Persistent organic pollutants (POP);	Oil & Gas	Not Applicable		
iv. Volatile organic compounds (VOC, tonne/year);	Oil & Gas	1,289.48 ^a	1,214.47 ^b	1,268.91 ^{b,ac}
v. Hazardous air pollutants (HAP);	Oil & Gas	Not Applicable		
vi. Particulate matter (PM, tonne/year);	Oil & Gas	261.50 ^a	247.13 ^b	229.60 ^{b,ad}
vii. Other standard categories of air emissions identified in relevant regulations	Oil & Gas	Not Available		
b. Source of the emissions factors used				
	Oil & Gas	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42).		

Individual Disclosure Items	Type of Entity	2023	2024	2025
c. Standards, methodologies, assumptions, and/or calculation tools used				
	Oil & Gas	<p>2023-2024:</p> <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 14064-1:2006 regarding specification with guidance at the organisation 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 <p>2025:</p> <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 organisation 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 		

¹ Joint Operating Body Pertamina - Medco E&P Tomori Sulawesi (JOB Tomori) is a non-operating asset, therefore the numbers reflect 30% MedcoEnergi's working interest and these numbers are not assured by KAP PSS - EY.



Additional remarks for GRI 305: Emissions - Oil & Gas

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1, 305-4, and 305-7	a	Scope of assets	The list of assets that calculate GHG Scope 1 Emissions in 2023 — International: Oman KSF and Thailand; Domestic: Rimau, South Sumatra Block, Lematang, Bangkanai, Tarakan, Block A, South Natuna Sea Block B, Sampang, Madura Offshore, Corridor and Jakarta Office.
	b	Scope of assets	The list of assets that calculate GHG Scope 1 Emissions in 2024-2025 — International: Oman KSF and Thailand; Domestic: Rimau, South Sumatra Block, Lematang, Bangkanai, Tarakan, Block A, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Madura Offshore, Corridor and Jakarta Office.
	c	Justification for the increase in GHG Scope 1 emissions	Higher gas flaring in South Natuna Sea Block B.
	d	Justification for decrease in GHG Scope 1 combustion emissions	Lower mostly attributed to implementation of fuel optimization projects and natural production decline from several assets.
	e	Justification for the increase in GHG Scope 1 flaring emissions	Higher gas flaring in South Natuna Sea Block B.
	f	Justification for the decrease in GHG Scope 1 venting emissions	Lower primarily attributed to natural production decline from several assets.
	g	Justification for the decrease in GHG Scope 1 process emissions	Lower primarily attributed to natural production decline in South Sumatra Block.
	h	Justification for the increase in GHG Scope 1 fugitive emissions	Higher emission from refrigerant in South Natuna Sea Block B.
	i	Justification for the increase in methane emissions	Higher gas flaring in South Natuna Sea Block B.
	j	Justification for the decrease in biogenic CO ₂ emissions	Lower biodiesel fuel consumption mainly driven by less drilling activities in Madura Offshore.
GRI 305-2 and GRI 305-4	k	List of assets	The list of assets in 2023 that consume energy from purchased electricity consist of Palembang Office, Bangkanai, South Sumatra Block, Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman KSF, Singapore Office, Jakarta Office, and Corridor.
	l	List of assets	The list of assets in 2024-2025 that consume energy from purchased electricity consist of Rimau, South Sumatra Block, Lematang, Tarakan, Block A, Bangkanai, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Thailand, Oman KSF, Singapore Office, Jakarta Office, and Corridor.
	m	List of assets	Starting from 2024, the asset that consume energy from purchased steam is Oman KSF.
	n	GHG Scope 2 base year emission accounting approach	Figure is accounted for location-based and market-based.
	o	Justification for the increase in location-based GHG Scope 2 emission	Higher purchased steam consumption for steam flood operation in Oman KSF.
	p	Disclosure of market-based GHG Scope 2 emissions	In 2023: <ul style="list-style-type: none"> Rawa and Ramba (Corridor) use emission factor derived from API Compendium 2009 for both location-based and market-based method. Market-based emission number using the same approach as the location-based emissions, as no RECs have been procured and no government-published residual mix emission factors are currently available.
	q	Disclosure of market-based GHG Scope 2 emissions	In 2024-2025: <ul style="list-style-type: none"> MedcoEnergi purchased Renewable Energy Certificates (RECs) for Bangkanai, South Sumatra Block and Lematang. Rawa and Ramba (Corridor) use emission factor derived from API Compendium 2009 for both location-based and market-based method. Assets that did not purchase RECs are Rimau, Tarakan, Block A, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Thailand, Oman KSF, Singapore Office and Jakarta Office which use its respective location-based emission factor due to unavailability of residual mix emission factor published by the government. Oman KSF's purchased steam uses emission factor derived from stationary combustion approach based on IPCC v.2 2006 for both location-based and market-based method.



GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-3	r	Consolidation approach for emissions	Operational Control.
	s	List of Asset	The list of assets that calculate GHG Scope 3 Emissions starting in 2024 — International: Oman KSF, Thailand and Singapore Office; Domestic: Rimau, South Sumatra Block, Lematang, Bangkanai, Tarakan, Block A, Palembang Office, Banda Aceh Office, South Natuna Sea Block B, Sampang, Madura Offshore, Corridor and Jakarta Office. Oman KSF is not included in Category 10 & 11 calculation due to the production belonging to Petroleum Development Oman (PDO).
	t	Calculation approach of GHG Scope 3 Category 3	<ul style="list-style-type: none"> GHG Scope 3 Category 3 includes well-to-tank emission for purchased fuel, electricity, steam, and the transmission and distribution losses of purchased electricity. GHG Scope 3 Category 3 from purchased electricity including transmission and distribution losses are calculated using location-based method. GHG Scope 3 Category 3 from purchased steam is calculated using location-based method. The calculation does not include transmission and distribution losses due to on-site steam generated by a third-party company.
	u	Justification for the decrease in Scope 3 emissions	Lower gas sales mainly due to natural production decline from several asset.
	v	Justification for the increase in Scope 3 (Category 3) emissions	Higher purchased electricity mostly attributed to full year implementation of power conversion to national grid in Lematang and higher purchased steam consumption for steam flood operation in Oman KSF.
	w	Justification for the increase in Scope 3 (Category 10) emissions	Higher oil lifting mostly due to higher oil production mainly from South Natuna Sea Block B.
	x	Justification for the decrease in Scope 3 (Category 11) emissions	Lower gas sales mainly due to natural production decline from several asset.
	GRI 305-4	y	Calculation approach of GHG Scope 1+2 Intensity
z		Justification for the increase in GHG Intensity Scope 1 and Scope 1+2	Higher GHG intensity primarily due to lower production in several assets as a result of natural production decline.
GRI 305-7	aa	Justification for the decrease in NO _x emission	Lower fuel gas consumption mainly driven by implementation of GHG emission reduction projects and power conversion to national grid in Lematang.
	ab	Justification for the decrease in SO _x emission	Lower H ₂ S composition in acid gas burned in Suban (Corridor).
	ac	Justification for the increase in VOC emission	Higher fugitive emissions align with higher production in South Natuna Sea Block B.
	ad	Justification for the decrease PM emission	Lower drilling fuel consumption in Corridor.



GRI 302: Energy 2016 - Power

Individual Disclosure Items	2023	2024	2025
GRI 302-1: Energy consumption within the organization			
a. Total fuel consumption within the organization from non-renewable sources, in gigajoules, and including fuel types used			
	25,226,144.25 ^a	24,567,004.39 ^a	26,603,346.61 ^{b,c}
	<ul style="list-style-type: none"> Gasoline Diesel Natural gas 		
b. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used			
	570.08 ^a	434.40 ^a	3,522.52 ^{b,d}
	<ul style="list-style-type: none"> Biodiesel (B30) Biodiesel (B35) Solar energy 	<ul style="list-style-type: none"> Biodiesel (B35) Solar energy 	<ul style="list-style-type: none"> Biodiesel (B40) Solar Energy Hydropower
c. In gigajoules, the total:			
i. Electricity consumption;	6,070.45 ^a	6,674.70 ^a	17,550.86 ^{b,e}
ii. Heating consumption;	-	-	-
iii. Cooling consumption;	-	-	-
iv. Steam consumption	-	-	-
d. In gigajoules, the total:			
i. Electricity sold;	10,132,680.47 ^a	10,005,930.07 ^a	12,270,750.05 ^b
ii. Heating sold;	-	-	-
iii. Cooling sold;	-	-	-
iv. Steam sold	-	-	-
e. Total energy consumption within the organization, in gigajoules			
	15,100,104.31 ^a	14,568,183.42 ^a	15,668,893.59 ^{b,f}
f. Standards, methodologies, assumptions, and/or calculation tools used			
	2023-2024: <ul style="list-style-type: none"> The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals 2025: <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 organisation level for quantification and reporting of greenhouse gas emissions and removals 		
g. Source of the conversion factors used			
	Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006		

Individual Disclosure Items	2023	2024	2025
GRI 302-3: Energy intensity			
a. Energy intensity ratio for the organization			
	5.36 ^a	5.23 ^a	4.72 ^b
b. Organization-specific metric (the denominator) chosen to calculate the ratio			
	GJ/MWh (Gigajoules per MegaWatt Hour)		
c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all			
	Fuel (renewable and non-renewable) and electricity		
d. Whether the ratio uses energy consumption within the organization, outside of it, or both			
	Within the organisation		

Additional remarks for GRI 302: Energy - Power

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 302-1 and 302-3	a	List of assets	The list of assets in 2023 - 2024 — ELB, EPE, MPE, MEB, DEB, MRPR, Cibalapulung Mini-hydro, Pusaka Mini-hydro and MPI Head Office.
	b	List of assets	The list of assets in 2025 —ELB, EPE, MPE, MEB, DEB, MRPR, Cibalapulung Mini-hydro, Pusaka Mini-hydro, East Bali Solar PV (limited to operational vehicles, as other emission sources are not yet under it's operational control), Ijen Geothermal (Ijen) and MPI Headquarters.
	c	Justification for the increase in non-renewable energy consumption within the organisation in 2025	The increase of non-renewable energy consumption is mainly due to increasing amount of electricity production and natural gas consumption.
	d	Justification for the increase in renewable energy consumption within the organisation in 2025	The increase in renewable energy consumption is mainly driven by higher internal use of self-generated electricity from hydropower plants in Cibalapulung Mini-hydro and Pusaka Mini-hydro.
	e	Justification for the increase in electricity consumption within the organisation in 2025	The increase of electricity consumption is mainly due to higher imported electricity at MRPR associated with increased engine outages.
	f	Justification for the increase in energy consumption within the organisation in 2025	The increase of energy consumption is mainly due to increasing amount of electricity production and natural gas consumption.



GRI 305: Emissions 2016 - Power¹

Individual Disclosure Items	2023	2024	2025
GRI 305-1: Direct (Scope 1) GHG emissions			
a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent			
	1,416,624.90 ^a	1,379,610.21 ^a	1,500,019.27 ^{b,i}
b. Gases included in the calculation			
	CO ₂ , CH ₄ , N ₂ O		
c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent			
	14.59 ^a	12.47 ^a	17.03 ^{b,i}
d. Base year for the calculation, if applicable, including:			
i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Not Applicable		
e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source			
	2023-2025: Source of emissions factors: <ul style="list-style-type: none"> 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		
f. Consolidation approach for emissions			
	Operational Control		
g. Standards, methodologies, assumptions, and/or calculation tools used			
	2023-2024: <ul style="list-style-type: none"> The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012 2025: <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 organisation 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 		

¹ Additional remarks for GRI 305: Emissions - Power in 2025 can be found on [page 21](#).

Individual Disclosure Items	2023	2024	2025
GRI 305-2: Energy indirect (Scope 2) GHG emissions			
a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent			
	1,565.65 ^a	1,726.21 ^a	4,569.96 ^{b,k}
b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent			
	1,565.65 ^{a,c}	1,726.21 ^{a,c}	4,569.96 ^{b,c,k}
c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all			
	CO ₂		
d. Base year for the calculation, if applicable, including:			
i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Not Applicable		
e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source			
	2023-2025: 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		
f. Consolidation approach for emissions			
	Operational Control		
g. Standards, methodologies, assumptions, and/or calculation tools used			
	2023-2024: <ul style="list-style-type: none"> The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard, from WBCSD and WRI, 2015 2025: <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 organisation level for quantification and reporting of greenhouse gas emissions and removals GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard from WBCSD and WRI, 2015 		



Individual Disclosure Items	2023	2024	2025
GRI 305-3: Other indirect (Scope 3) GHG emissions			
a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent			
i. Scope 3 Category 3: Fuel and energy related activities (not included in Scope 1 or Scope 2)	Not Applicable	235,682.82 ^{a,d,e}	255,978.52 ^{b,d,e,1}
b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all			
	Not Applicable	CO ₂ , CH ₄ , N ₂ O	
c. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation			
	<p>2023: Not Applicable</p> <p>2024-2025: Categories Included: <ul style="list-style-type: none"> Category 3 (Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2) </p>		
d. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source			
	<p>2023: Not Applicable</p> <p>2024-2025: Source of emissions factors: <ul style="list-style-type: none"> Internal calculation with reference to GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD & WRI (2011), GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD & 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 Source of GWP rates: IPCC Fourth Assessment Report</p>		
e. Standards, methodologies, assumptions, and/or calculation tools used			
	<p>2023: Not Applicable</p> <p>2024-2025: <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 </p>		

Individual Disclosure Items	2023	2024	2025
GRI 305-4: GHG emissions intensity			
a. GHG emissions intensity ratio for the organization			
i. Scope 1	0.50 ^a	0.50 ^a	0.45 ^b
ii. Scope 1 + Scope 2	0.50 ^a	0.50 ^a	0.45 ^b
b. Organization-specific metric (the denominator) chosen to calculate the ratio			
	tCO ₂ e/MWh (tonnes of carbon dioxide equivalent per Megawatthour)		
c. Types of GHG emissions included in the intensity ratio; whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)			
	<ul style="list-style-type: none"> Direct (Scope 1) GHG emission sources Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources 		
d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all			
	CO ₂ , CH ₄ , N ₂ O		
GRI 305-7: Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions			
a. Significant air emissions, in kilograms or multiples, for each of the following:			
i. NO _x (tonne/year);	7,315.50 ^f	6,547.47 ^f	10,525.13 ^g
ii. SO _x (tonne/year);	172.30 ^f	371.43 ^f	625.06 ^g
iii. Persistent organic pollutants (POP);	Not Applicable		
iv. Volatile organic compounds (VOC, tonne/year);	Not Applicable		
v. Hazardous air pollutants (HAP);	Not Applicable		
vi. Particulate matter (PM, tonne/year);	523.01 ^f	634.07 ^f	812.95 ^g
vi. Other standard categories of air emissions identified in relevant regulations:			
H ₂ S (tonne/year)	Not Applicable		184.51 ^h
NH ₃ (tonne/year)	Not Applicable		0.06 ^h
b. Source of the emissions factors used			
	Not Applicable		
c. Standards, methodologies, assumptions, and/or calculation tools used			
	Minister of Environment and Forestry of the Republic of Indonesia, Regulation Number 15 Year 2019 regarding Emission Quality Standards for Thermal Power Plants		


Additional remarks for GRI 305: Emissions - Power

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1, 305-2, 305-3, and 305-4	a	List of assets	The list of assets in 2023 - 2024 — ELB, EPE, MPE, MEB, DEB, MRPR, Cibalapulang Mini-hydro, Pusaka Mini-hydro and MPI Headquarters.
	b	List of assets	The list of assets in 2025 —ELB, EPE, MPE, MEB, DEB, MRPR, Cibalapulang Mini-hydro, Pusaka Mini-hydro, East Bali Solar PV (limited to operational vehicles, as other emission sources are not yet under it's operational control), Ijen Geothermal (Ijen) and MPI Headquarters.
GRI 305-2	c	Calculation approach of GHG Scope 2 emissions	Market based emission number uses the same approach as the location based method due to no RECs have been procured yet and there are no residual mix emission factor published by government.
GRI 305-3	d	Consolidation approach for emissions	Operational Control.
	e	Calculation approach of GHG Scope 3 Category 3	GHG Scope 3 Category 3 includes well-to-tank emission for purchased fuel, electricity and the transmission and distribution of purchased electricity.
GRI 305-7	f	List of assets	The list of assets in 2023 - 2024 — ELB, EPE, MPE, MEB, DEB and MRPR.
	g	List of assets	The list of assets in 2025 — ELB, EPE, MPE, MEB, DEB, MRPR and Ijen Geothermal (Ijen).
	h	List of assets for other standard categories of air emissions identified in relevant regulations	The list of assets in 2025 - Ijen Geothermal (Ijen).
GRI 305-1	i	Justification for the increase in Scope 1 GHG emissions in 2025	The increase in Scope 1 GHG emissions in 2025 is mainly due to increasing amount of electricity production compared to 2024 followed by the increase of fuel consumption from natural gas.
	j	Justification for the increase in biogenic CO ₂ emissions	The increase in biogenic CO2 emissions due to the use of Biodiesel (B40) starting in January 2025 and additional biofuel consumption in Ijen Geothermal (Ijen, mobile combustion).
GRI 305-2	k	Justification for the increase in Scope 2 GHG emissions in 2025	The increase in GHG Scope 2 emissions is mainly due to increase unplanned outages at operational assets.
GRI 305-3	l	Justification for the increase in Scope 3 GHG emissions in 2025	The increase in GHG Scope 3 emissions is mainly due to increasing amount of electricity production followed by the increase of fuel consumption from natural gas.



08 | Advancing Our Health and Safety Culture

GRI 403: Occupational Health and Safety 2018^{1,2}

Individual Disclosure Items	Type of Entity	2023	2024	2025
GRI 403-9: Work-related injuries for all employees and workers				
a. Employees				
i. The number of fatalities as a result of work-related injury;	Oil & Gas	-	-	-
	Power	-	-	-
ii. The rate of fatalities as a result of work-related injury (per 1,000,000 man-hours);	Oil & Gas	-	-	-
	Power	-	-	-
iii. The number of high-consequence work-related injuries (excluding fatalities);	Oil & Gas	-	-	-
	Power	-	-	-
iv. The rate of high-consequence work-related injuries (excluding fatalities, per 1,000,000 man-hours);	Oil & Gas	-	-	-
	Power	-	-	-
v. The number of recordable work-related injuries;	Oil & Gas	1	-	-
	Power	-	-	4
vi. The rate of recordable work-related injuries (per 1,000,000 man-hours);	Oil & Gas	0.20	-	-
	Power	-	-	2.54
vii. The number of hours worked;	Oil & Gas	5,023,853	4,997,392	5,054,854
	Power	1,197,657	1,321,089	1,574,234
viii. The main types of work-related injury	Oil & Gas	2023: Restricted Work-Days Case (RWDC) – Laceration wound on nose 2024-2025: Not Applicable		
	Power	2023-2024: Not Applicable 2025: Fracture injury on right foot fingers and burn injury		

Individual Disclosure Items	Type of Entity	2023	2024	2025
b. Contractors				
i. The number of fatalities as a result of work-related injury;	Oil & Gas	-	-	-
	Power	-	-	-
ii. The rate of fatalities as a result of work-related injury (per 1,000,000 man-hours);	Oil & Gas	-	-	-
	Power	-	-	-
iii. The number of high-consequence work-related injuries (excluding fatalities);	Oil & Gas	-	-	-
	Power	-	-	-
iv. The rate of high-consequence work-related injuries (excluding fatalities, per 1,000,000 man-hours);	Oil & Gas	-	-	-
	Power	-	-	-
v. The number of recordable work-related injuries;	Oil & Gas	4	3	5
	Power	-	3	-
vi. The rate of recordable work-related injuries (per 1,000,000 man-hours);	Oil & Gas	0.17	0.11	0.17
	Power	-	0.57	-
vii. The number of hours worked;	Oil & Gas	23,504,925	26,163,724	28,814,875
	Power	3,112,802	5,239,420	5,166,238
viii. The main types of work-related injury	Oil & Gas	2023: Laceration head wound, foot punctured by sharp object & hand finger injury 2024: Head wound injury, left thumb got pinched by wrench and laceration/bruises elbow injury 2025: Wound on the finger, wound on the head, injury due to got electrocution		
	Power	2023: Not Applicable 2024: Laceration on the head, laceration on the left arm and laceration on the left hand finger. 2025: Not Applicable		

1 Sarulla Geothermal is not included in GRI 403 due to its status as a Medco Power Indonesia affiliate, not a subsidiary.
2 The 2025 man-hour figures include contributions from Sakakemang, a newly acquired asset currently under development.



Individual Disclosure Items	Type of Entity	2023	2024	2025
c. The work-related hazards that pose a risk of high-consequence injury:				
<p>i. How these hazards have been determined;</p> <p>ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</p> <p>iii. Actions taken to eliminate these hazards and minimise risks using the hierarchy of controls</p>	<p>Oil & Gas</p>	<p>2023: The prevention and mitigation measures of operational hazards in all facilities are identified, assessed, and determined after the hazard identification and risk assessment process. This is in accordance with MedcoEnergi’s HSE Management System that aligns with International Standards and Practices.</p> <p>The risk assessment process is conducted with the participation of multidisciplinary teams with the objective to eliminate or minimize potential occurrence of major accidents and reduce the risk within operations. This process is conducted by demonstrating risk reduction measures and providing assurance that the asset has the ability and means to manage their hazards and properly control major accident risks, in order to achieve safe and sustainable operations.</p> <p>There was no high-consequence injury from operational activities recorded in the Oil & Gas operations throughout 2023. Identified hazards that pose a risk of high-consequence injuries 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 operations • Marine operations, including potential vessel collision with facility and boat transfer • Land transportation • Use of explosive material & detonator to support activities • Pressurized gas cylinder • Lifting activities • Forest fire <p>2024: As a continuation for good safety culture, all sites and facilities conducted hazard identification, risk assessment, risk mitigation and develop preventive actions aligned with MedcoEnergi Management System and all related procedures and guidelines.</p> <p>Continuation of review and audit are also performed to enable each asset to minimize or eliminate potential major hazard incident and high potential events occurrence and reduce the risk within operations. Leading Metric with specific focus area also developed to improve site/function awareness and capabilities to prevent incidents.</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 & detonator to support activity • Pressurized gas cylinder • Lifting activity • Forest/bush fire • Health Issue <p>2025: Operational hazards in all facilities are identified, assessed and defined the prevention 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. 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 & detonator to support activity • Pressurized gas cylinder • Lifting activity • Forest fire • Electrocutation 		



Individual Disclosure Items	Type of Entity	2023	2024	2025
	Power	<p>2023: Medco Power has identified work-related hazards. 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. By performing HIRADC, it may minimize the occurrence of work accidents. This is evidenced by the absence of high-consequence injury throughout 2023 at Medco Power. There were several first aid cases, with the main causes being the use of hand tools, slip, trip, and fall (STF) where this potential hazard has been classified into Life Saving Rules (LSR) related to line of fire, lifting, and working at height. Medco Power encourages all leaders to make sure that everyone in their organisation 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, installing hazard or safety sign in strategic areas, providing procedures and working instructions for safe work methods, providing proper personal protective equipment for all workers, and conducting mandatory HSE training for workers.</p> <p>2024: 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, there are several cases of medical treatment and first aid, where the main causes are slip, trip, fall (STF) hazards, contact with moving equipment parts, and contact with hot materials. These hazards are classified into Life Saving Rules (LSR) related to the line of fire, work at height, lifting, and work authorization. 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>2025: 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. 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>		
d. Actions taken to eliminate other work-related hazards and minimize risks using the hierarchy of controls				
	Oil & Gas	<p>2023: MedcoEnergi eliminates and minimises risks by continually improving the hazard observation programme through Safety Card and Life Saving 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, conducting Audit SIAP SELAMAT in Onshore Rimau, Offshore Block B and Corridor Asset, 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 organisation to systematically identify, assess, control and monitor operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment.</p>		



Individual Disclosure Items	Type of Entity	2023	2024	2025
	Oil & Gas	<p>2024: MedcoEnergi eliminates and minimizes risks by continually improving the hazard observation programme through Safety Card and Life Saving 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, conducting Audit SIAP SELAMAT in Onshore Rimau, Offshore Block B and Corridor Asset, 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 organisation to systematically identify, assess, control and monitor operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment. MedcoEnergi also develop digitalisation aspect of safety campaign, safety observation and medical requirement as an effort to maximise coverage of information, process, or system into a digital format and integrating technology to improve efficiency, effectiveness, and accessibility.</p> <p>2025: MedcoEnergi eliminates and minimizes risks by continually improving the hazard observation programme through Safety Card and Life Saving 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 organisation to systematically identify, assess, control and monitor operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment.</p>		
	Power	<p>2023: Medco Power has integrated the Health - Safety - Environmental aspects into the HSE Card programme which allow worker to conduct hazards observation, report the hazards/risk, and take the action. HSE card is available in manual and application in IOS and Android and all reports will be collected in web-based dashboard to further analysis and assessment by HSE. Minor corrective actions can be taken immediately after the report is received while more complex corrective actions will be reported to relevant parties for appropriate analysis and recommendations. Refer to HIRADC in hazard management, MPI review the existing hazard control and if the hazards/risk value is still high then MPI will have additional following control method:</p> <ol style="list-style-type: none"> 1. Elimination 2. Substitution 3. Engineering and Isolation 	<ol style="list-style-type: none"> 4. Procedure and Warning Sign 5. Training and Monitoring 6. PPE to reduce the hazards/risk value into the acceptance level 	
		<p>2024: Medco Power has integrated the Health, Safety, and Environmental Protection aspects into the HSE Card programme, 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 analysed 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 analysed 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 	<ol style="list-style-type: none"> 4. Procedure and Warning Sign 5. Training and Monitoring 6. PPE to reduce the hazards/risk value into the acceptance level 	
		<p>2025: Medco Power has integrated the Health, Safety, and Environmental Protection aspects into the HSE Card programme, 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 analysed 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 analysed 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 	<ol style="list-style-type: none"> 4. Procedure and Warning Sign 5. Training and Monitoring 6. PPE to reduce the hazards/risk value into the acceptance level 	



Individual Disclosure Items	Type of Entity	2023	2024	2025
e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked				
	Oil & Gas	2023-2025: 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.		
	Power			
f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded				
	Oil & Gas	No employees or workers have been excluded from this disclosure.		
	Power			
g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used				
	Oil & Gas	2023-2025: The injury rates are calculated as follow: The rate of fatalities as a result of work related injury per 1,000,000 work hours = (number of fatality)/manhour x 1,000,000 The rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 work hours = (number of high-consequence injuries (excluding fatalities))/manhour x 1,000,000 The rate of recordable work-related injuries per 1,000,000 work hours = (number of recordable injuries)/manhour x 1,000,000 Safety statistics and incident data are collected from each asset according to the Incident Management Document Guideline. This system is widely used for industrial incident rate calculation and classification which complies with the country Government Regulations and refers to Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.		
	Power			



09 | Creating Opportunities for Communities

GRI 203: Indirect Economic Impacts 2016

Individual Disclosure Items	2023	2024	2025
GRI 203-1: Infrastructure Investments and Services Supported			
a. Extent of development of significant infrastructure investments and services supported			
Information provided on the Investments in Infrastructure table in 2025 MedcoEnergi Sustainability Report on page 123.			
b. Current or expected impacts on communities and local economies, including positive and negative impacts when relevant			
	<p>Investments in infrastructure in MedcoEnergi covers among others:</p> <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, parks, solar street lamps, water wells/clean water facility, housing for vulnerable groups, farming facilities, sports facilities and vehicle support. <p>These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.</p>	<p>Investments in infrastructure in MedcoEnergi covers among others:</p> <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, parks, solar street lamps, water wells/clean water facility, housing for vulnerable groups, farming facilities, sports facilities and vehicle support. <p>These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.</p>	<p>Investments in infrastructure in MedcoEnergi covers among others:</p> <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 normalitation, water wells/clean water facility, housing for vulnerable groups, farming facilities, sports facilities, MSME Market stall center, multifunctional hall, and infrastructure to prevent flood. <p>These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.</p>
c. Whether these investments and services are commercial, in-kind, or pro bono engagements			
All investments in infrastructure are in-kind.			
GRI 203-2: Significant Indirect Economic Impacts			
a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts			
	<p>2023: Information on the Social Return on Investment (SROI) Report result on three programmes in South Natuna Sea Block B and two programmes in Thailand listed below are provided in 2023 MedcoEnergi Sustainability Report on page 160-162:</p> <ol style="list-style-type: none"> Anambas Centre for Fish Seeds (Balai Benih Ikan Anambas/BBIA) in 13 villages to improve the local economy through the sustainable aquaculture of groupers. The programme include creating a market for fish seeds and enhancing local capacities. Food Security Programme (<i>Program Ketahanan Pangan</i>) through capacity building in five villages aims to reduce reliance on food imports, stabilise prices, and curb inflation. Tourism Village Programme at Pengeran Island in Belibak Village aimed to enhance local tourism by providing tourist accomodation, supporting tourist communities, capacity-building for residents, and development of tourism infrastructure. Mangrove Conservation and Rehabilitation Project in Lang Suan District, Chumphon Province which improves local natural resources, local climate, ecotourism, and food security for local community. The Sensory Room Project at Chumphon Panyanukul School which improves concentration and sensory system for students with intellectual disabilities. <p>2024: Information on the Social Return on Investment (SROI) Report result on two programmes in Block A, five programmes in Corridor, two programmes in Sampang and two programmes in Thailand listed below are provided in 2024 MedcoEnergi Sustainability Report on page 139-142:</p> <p>Block A:</p> <ol style="list-style-type: none"> Sustainable Agriculture Programme (<i>Pertanian Sehat Ramah Lingkungan Berkelanjutan/PSRLB</i>), transforming unproductive land & boosting community interest in horticulture, Mother, And Child Empowerment Center (<i>Rumah Pemberdayaan Ibu dan Anak/RPIA</i>) to provide standard access to education and health for both mothers and children. <p>Sampang:</p> <ol style="list-style-type: none"> Clean Water Wells aims to provide access to clean water for the community and farmer in Sejati Village. Fishing Tools Support Programme for the fishermen in Sampang Regency. <p>Corridor:</p> <ol style="list-style-type: none"> Village Education Strengthening Programme to improve local teachers capabilities and upgrading school education management systems, The Posyandu Development and Strengthening Programme focuses on fulfilling the nutritional needs of toddlers, pregnant women, and the elderly, as well as addressing stunting in children, The Rubber Cultivation and Down Streaming Programme aims to increase the productivity of rubber farmers, The Local Business Development Programme focuses on empowering the community's economy through training and technical assistance. 		



Individual Disclosure Items	2023	2024	2025
	<p>Thailand:</p> <p>a. The Learning Space Development Project at Bahhadsairi School, aims to provide students with a safe space and learning areas,</p> <p>b. The Sensory Room Project 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.</p> <p>2025:</p> <p>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>		
b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas			
	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2023 MedcoEnergi Sustainability Report Chapter 8 - Creating Opportunity for Communities page 160-162.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2024 MedcoEnergi Sustainability Report Chapter 9 - Empowering Communities, Enriching Futures page 139-142.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2025 MedcoEnergi Sustainability Report Chapter 9 - Empowering Communities, Enriching Futures page 129-131.

Investments in Infrastructure¹ (GRI 203-1)

No	Operations	2023	USD	2024	USD	2025	USD
1	Oman KSF	-	-	-	-	-	-
2	Block A	<ul style="list-style-type: none"> Mosque Renovation School facilities renovation Street Lighting Support Social & Public Facilities rehabilitation support Farming facilities support Road Rehabilitation Cleaned Water Facilities <i>Ruang Bermain Ramah Anak</i> (RPTRA) construction support Housing construction for vulnerable group 	108,858	<ul style="list-style-type: none"> Mosque Renovation School Facilities Renovation Cleaned Water Drilled Water Social Facilities Rehabilitation Support Public Facilities Renovation Road Rehabilitation Support Street Lighting Support House Construction For Vulnerable Bridge Renovation Sport Facilities Winshock Pole Village Culvert Rehabilitation 	168,440	<ul style="list-style-type: none"> Religious Facility Infrastructure School facilities renovation Street and Local Business activities Lighting Support Security Facilities Infrastructure Sanitation Facility Infrastructure Other Public Facility Infrastructure 13 masjid facility and drain infrastructure Road Rehabilitation & clean water due to flood Road Rehabilitation 	251,082
3	South Sumatra Block	<ul style="list-style-type: none"> Village road rehabilitation & maintenance Community Activities Facility Support Mosque Renovation Public Facility Rehabilitation Social Facility Support Bridge Rehabilitation 	117,581	<ul style="list-style-type: none"> Village road rehabilitation & maintenance Mosque Renovation School Facilities Public Facility Rehabilitation Social Facility Support Cleaned water well and sanitation facilities 	87,740	<ul style="list-style-type: none"> Road Rehabilitation Support for Rural Sanitation Infrastructure Support for the renovation/construction of public facilities (religious, education, government, health facilities, MSME Market stall center, and multifunctional hall) 	113,769
4	Rimau	<ul style="list-style-type: none"> Public Facility Rehabilitation Campground construction Mosque Renovation Support 	23,402	<ul style="list-style-type: none"> Village Street Rehabilitation School Facility Renovation Electricity Pole Support Infrastructure and Facilities Support for Ramadhan Activities Community Center Rehabilitation 	19,551	<ul style="list-style-type: none"> Village Street Rehabilitation Public Facility Infrastructure (Government Office, Sport Facility, mosque renovation, Infrastructure to prevent flood) River Normalization & Land Clearance for Agricultural Purposes 	28,999
5	South Natuna Sea Block B	<ul style="list-style-type: none"> Soccer field revitalization PJUTS Programme Support Electrical for vulnerable 	33,748	<ul style="list-style-type: none"> Natuna Tribune Construction Mosque Renovation Public & Social Facility Renovation Festival Padang Melang <i>Program Penerangan Jalan Umum Tenaga Surya</i> (PJUTS) Programme Electricity Programme 	87,188	<ul style="list-style-type: none"> Mosque Rehabilitation Public Facility Infrastructure (School, Art Center, Multifunctional Building etc) Sanitation Infrastructure Boat Docking Infrastructure 	71,903

¹ These investments are for 100% participating interest.

Investments in Infrastructure¹ (GRI 203-1)

No	Operations	2023	USD	2024	USD	2025	USD
6	Lematang	<ul style="list-style-type: none"> Clean water well Posyandu facility support Mosque renovation support Public Facility Rehabilitation Support Health Facility Support Clean water well 	9,308	<ul style="list-style-type: none"> Mosque Renovation Bridge Rehabilitation Public Facility Rehabilitation Support 	34,237	<ul style="list-style-type: none"> Road Rehabilitation Support for the construction of education facility, village jogging track, sport facilities, etc. Support for the renovation of religious, village office facilities. Support for Rural Sanitation Infrastructure Support for Multifunctional building infrastructure Support for Bridge Infrastructure 	15,139
7	Tarakan	<ul style="list-style-type: none"> Mosque Renovation Support Social Facility Renovation Suport (<i>Rumah Adat Baloy</i>) Road Rehabilitation Support TISKEBAL (<i>Taman Industri Sampah</i>) facility renovation Church Renovation Support Posyandu Facility Support Waste Programme Facility Support Sport Facility Support Public Facility Renovation Support 	9,584	<ul style="list-style-type: none"> Social Facility Renovation Mosque Renovation 	1,712	<ul style="list-style-type: none"> Factory House Renovation Health Post (Posyandu) Renovation Security Post Renovation Religious Facility Infrastructure Support 	2,490
8	Bangkanai	<ul style="list-style-type: none"> Luwe Hulu Tourist Village Development Water storage tank renovation River Crossing Ferry Construction Mosque Renovation 	52,251	<ul style="list-style-type: none"> Children Play Ground Facilities Construction Tourism Village Programme Bridge Rehabilitation Road Rehabilitation Pdam (Clean Water Reservoir) Rehabilitation 	75,600	<ul style="list-style-type: none"> Convinient Store Infrastructure Support Bridge Infrastructure Support Dockyard Infrastructure Support Clean Water Infrastructure 	55,898
9	Madura Offshore	-	-	<ul style="list-style-type: none"> School Class and Facilities Construction Maternity Ward Construction Fishermen Activity Building Seawall Construction Mosque Facility Road Rehabilitation Drainage Construction Tourism Village Development Sumenep Keris Monument Construction 	112,869	<ul style="list-style-type: none"> Road Construction & Paving Wall Construction to Avoid Erosion and Abration School Construction Tourism Village Development 	78,921
10	Sampang	<ul style="list-style-type: none"> City Square Reading Park Construction 	34,628	<ul style="list-style-type: none"> Mosque Renovation Village Security Post Construction Public Toilet Construction Community Cleaned Water Well Drilling Village Road Rehabilitation 	34,499	<ul style="list-style-type: none"> Security Post Construction, Road Construction Paving, Street Lighting and Sea Wall Clean Water for irigation and residence 	43,769
11	Thailand	-	-	<ul style="list-style-type: none"> The Renovation Of The Crab Bank Building (2023) Basketball Court On Koh Tao Island (2023) The Playground Equipment Maintenance And Expansion Of The Crab Bank Building 	12,397	<ul style="list-style-type: none"> Renovation and repairing the blue crab bank building Support for roofing the blue crab bank facility 	1,955
12	Corridor	<ul style="list-style-type: none"> Cleaned Water Drilled Well for Community 	6,364	<ul style="list-style-type: none"> Cleaned Water Drilled Well For Community Construction Of Los Pasar Letang In Letang Village School Renovation 	44,589	<ul style="list-style-type: none"> Sanitation Programme 	17,541
Subtotal Oil & Gas			395,724		678,822		681,468

¹ These investments are for 100% participating interest.


Investments in Infrastructure¹ (GRI 203-1)

No	Operations	2023	USD	2024	USD	2025	USD
13	Power	<ul style="list-style-type: none"> Housing support for vulnerable people Public facilities support Electricity support for vulnerable people Mosque/church renovation 	10,562	<ul style="list-style-type: none"> Housing Support For Vulnerable People Public Facilities Support Electricity Support For Vulnerable People Mosque/Church Renovation 	19,406	<ul style="list-style-type: none"> Donation for Mosque Construction Donation of Clean Water Pipes for Flash Flood Disaster in Tlogosari District PAUD Renovation Supporting facilities 	7,918
Subtotal Power			10,562		19,406		7,918
Total			406,286		698,228		689,386

GRI 413: Local Communities 2016

Type of Entity	2023	2024	2025
GRI 413-1: Operations with local community engagement, impact assessments, and development programs²			
a. Percentage of operations with implemented local community engagement, impact assessments and or development programs			
Oil & Gas	100%	100%	100%
Power	100%	100%	100%

Sustainable Livelihood & Community Development¹ (GRI 413-1)

No	Operations	2023	USD	2024	USD	2025	USD
1	Oman KSF	-	-	<ul style="list-style-type: none"> Seaweed Pilot Project (Sponsorship For 1st & 2nd Term) 	109,434	-	-
2	Block A	<ul style="list-style-type: none"> Community Learning Center (Rumah Pemberdayaan Ibu & Anak) Refrigeration business equipment support Farming development programme (facilitator, facilities, training) Chicken Cultivation Programme Goat Farming Programme Oyster Mushroom Cultivation Oil Palm Cultivation support Cake & Bakery business support Horticulture and cultivation programme (ginger, chilli, banana, corn, etc) Pond fishery programme Duck farming programme support Car wash business support Fishing group programme support Sewing group Programme support Local Economic Development support Students Scholarship Social & Stakeholder Mapping 	91,587	<ul style="list-style-type: none"> Community Learning Center (Rumah Pemberdayaan Ibu & Anak) Learning Facilities Support Tuition Assistance (Elementary to Undergraduate) Health Counseling and Services For The Community Assessment of Bottled Drinking Water Business Development Local Economic Business Development Support Farmer Groups Programme Support Agricultural, Plantation, Livestock, Mushroom, and Fisheries Business Tools and Facilities Support Farming Facilitator and Monitoring Activities Training of Trainers For Potential Beneficiaries Robusta Coffee Farmers Field Assessment Planting Action Support Social Mapping for Community Development Programme Improvement 	227,337	<ul style="list-style-type: none"> Duck Farming Chili Farming Fruit Plant Farming Carpentry Mushroom Farming Disaster Relief Women and children Programme (healthy food) Tree Planting Babershop training programme Agricultural (tumeric) programme Other Community Economic Programmes to support TAR Project Early childhood education teacher training programme 	36,457

¹ These investments are for 100% participating interest.

² The operations included in the calculations are all MedcoEnergi operations excluding MPI Headquarters. MEB and DEB are operated under the same management which has joint local communities programme, and are regarded as one entity in the calculations.

Sustainable Livelihood & Community Development¹ (GRI 413-1)

No	Operations	2023	USD	2024	USD	2025	USD
3	South Sumatra Block	<ul style="list-style-type: none"> • Foot Ball Coaching Clinic • SME development training for fisheries group • MSME Stakeholders Support Programme • Green Programme (Fruit Trees) • Food Security Programme • Goat Farming Programme • Employment Programme - Collaboration with MUBA Disctrict Government • Social & Stakeholder Mapping/Study 	38,803	<ul style="list-style-type: none"> • Teaching & Learning Aids • Sport Activities For Youth • Religious Activities Support • Rumah Pemberdayaan Ibu Anak (Community Learning Center) • Capacity Building • Health Equipment and Services • Stunting Programme • Fishery Programme • Woman Empowerment • Yard Utilization and Waste Management • Vegetable, Herb Medicinal Programme & Farming • Food Security Programme • Msme & Youth Business Development Programme • Employment Programme - Collaboration With Muba Disctrict Government • Green Programme (Fruit Trees & SKK Migas Programme) • Adiwiyata School Programme • Social Mapping Study 	123,468	<ul style="list-style-type: none"> • Familiarisation of upstream oil and gas activities • Mass Circumcision • Community Learning Center (Rumah Pemberdayaan Ibu dan Anak) • Sport Tournament & Equipment Assistance • Goat farming • Processed Food Training and Kitchen Equipment Assistance • Organic SRI Farming • Along the Road Vegetation Clearance • Healthy Eating Awareness to Community • Economic Development Programme Support & Entreprenership Training in Sungai Ibul • River Normalization for Economic Development • Economic potential mapping • Welder Training • Clinic equipment support • Familiarisation Event Equipment Support • Community Land Cleaning due to oil spill • Stationary Support for fishermen administration • Green Programme (Tree Planting) • Religious equipment support 	122,116
4	Rimau	<ul style="list-style-type: none"> • Football Coaching Clinic & Sport Programme • Green Programme • Solar Cell Programme Support • Farming Programme • Herbal Programme • Fishery Programme • Vocational Training Programme 	43,624	<ul style="list-style-type: none"> • Mangrove Planting as Green Programme SKK Migas • Youth Activity • Art Programme For Students • Sport Programme • Healthy And Clean Living Familiarisation • Stunting Prevention Programme • Vocational Training Programme • Fishery Programme • Chicken Farming Programme • Social Mapping • Community Youth Development Entrepreneur Programme 	67,150	<ul style="list-style-type: none"> • Land Clearance for Agriculture Activities • Mass Circumcision & Health Familiarisation • River Normalization for Economic Development • Land Clearance for Sport Activities • Oil and Gas Awarness through clerics • Training/awareness on stunting & TB to community • Welder Training • Tree Planting Programme 	43,213
5	South Natuna Sea Block B	<ul style="list-style-type: none"> • Undergraduate Students Scholarship • Stunting Programme • Food Security Support programme • Grouper Cultivation Programme • Ecotourism Development Programme • Household waste management programme • Evaluation Programme Study • Social & Stakeholder Mapping • Environmental Sanitation Programme • Market Development and Diversification MSME Products • Adiwiyata School Programme • Literation Programme for <i>Perpustakaan Daerah</i> 	168,167	<ul style="list-style-type: none"> • Adiwiyata School Programme • Undergraduate Students Scholarship • Student Research & Writing Programme • Environmental Sanitation Programme • Stunting Programme • Crab & Honey Bee Cultivation • Grouper Cultivation Programme • MSME Programme - Renovation of Bilis Production House • Food Security Support Programme • Green Programme SKK Migas - Mangrove Nursery & Planting • Community Development Grand Design Study 	274,419	<ul style="list-style-type: none"> • Adiwiyata School Programme • Undergraduate Students Scholarship • Malay Art and Culture Development • Education Digitalization • Stunting Prevention Programme • Waste Management Program • Fisherman Programme to Hanlde Climate & Martime Digitalization • Fish Hatchery • Honey Bee and Mangrove Crab Cultivation Programme • Market Development and Product Certification Programme • Village Tourism Programme • Food Security Programme • Mangrove planting and Batik Mangrove Programme 	263,434

¹ These investments are for 100% participating interest.

Sustainable Livelihood & Community Development¹ (GRI 413-1)

No	Operations	2023	USD	2024	USD	2025	USD
6	Lematang	<ul style="list-style-type: none"> Foot Ball Coaching Clinic Stunting Programme Entrepreneurship Programme BUMDes Business Programme Support Honey Bee Cultivation facility support Organic Vegetable Cultivation Programme Green Programme (Fruit Trees) 	21,402	<ul style="list-style-type: none"> Stunting Programme Education Programme Health Familiarisation & services Honey Bee programme Organic Vegetable Cultivation Programme Green Programme SKK Migas Comdev Programme Need Assessment & Grand Design 	39,337	<ul style="list-style-type: none"> Familiarisation of upstream oil and gas activities Stunting prevention education for students Joint Emergency Education and Awareness Session at the Sumaja Makmur Community Health Center (Puskesmas) Education and Health Campaign for Stunting-Free Villages and Nutrition Support for Vulnerable Pregnant Women Health Awareness Session on Healthy Diets to Prevent Metabolic Diseases in the Community Organic vegetable farming Capacity Building and Business Development for Dairy and Meat Goat Farming Enterprises Capacity Building and Development of Marketing and Production for Processed Honey Products Entrepreneurship Training MSME Festival Support Tree Planting 	36,662
7	Tarakan	<ul style="list-style-type: none"> North Kalimantan souvenirs creativity training TISKEBAL - Maggot Programme Development Organic Vegetable Programme Social & Stakeholder Mapping/Study Farming Training Programme Promotion & Packaging Product Support PROKLIM support facility Familiarisation of Upstream Oil & Gas activities 	20,318	<ul style="list-style-type: none"> Safety Driving Familiarisation MSME Programme Comdev Programme Grand Design 	4,207	<ul style="list-style-type: none"> Health Check & Aerobics Tree Planting 	663
8	Bangkanai	<ul style="list-style-type: none"> Fish Cages & Feed Village official capacity building on BUMDes management Chicken & Fish Farming Reforestation/Revegetation Programme Social & Stakeholder Mapping 	82,873	<ul style="list-style-type: none"> BUMDes Monitoring Programme Comdev Programme Grand Design Cattle Farming 	32,267	<ul style="list-style-type: none"> BUMDes Monitoring Programme Tree Planting 	14,665
9	Madura Offshore	<ul style="list-style-type: none"> Stunting Programme - Capacity Building for Health Cadres MSME Development Programme based on Local Resources Programme Facilitator Green Programme 	162,091	<ul style="list-style-type: none"> Fishermen Capacity Building & Fishing Tools Support Women Empowerment Programme (Sewing, Fish Crackers, Palm Sugar, Meatballs, Cakes, Cookies, Pui Crackers) Training and Automotive Workshop Facilities Support Training and Carpentry Business Facilities Support Programme Facilitator Green Programme SKK Migas Community Development Grand Design Study SKK Migas MSME Programme 	72,034	<ul style="list-style-type: none"> Sewing Programme & Tools Support Farmers Capacity Building & Tools Support Sanitation Programme Environmental Hygiene Awareness Bakery Training and Tools Support Financial Management and Marketing Training for MSMEs Training & Equipment Support for Concrete material making Furniture Making Training & Tools Support Fishermen Capacity Building Safety Awareness Training to Fishermen <i>Jasa Pendampingan, monitoring dan evaluasi pelaksanaan program pengembangan masyarakat di 10 desa</i> Green Programme (Tree Planting) Awareness on Stunting & Measles to Community Digital Education Support Training on Oil and Gas Industry and Logical Framework Analysis to Comdev Implementing Partner 	57,905

¹ These investments are for 100% participating interest.

Sustainable Livelihood & Community Development¹ (GRI 413-1)

No	Operations	2023	USD	2024	USD	2025	USD
10	Sampang	<ul style="list-style-type: none"> Undergraduate Students Scholarship Stunting Programme MSME Development Programme based on Local Resources Local Economic Development Green Programme 	153,971	<ul style="list-style-type: none"> Undergraduate Students Scholarship Stunting Programme Fishermen Training & Safety Capacity Building Fishing Tools Improvement Programme Fishermen's Group Business Development Programme MSME Programme Programme Facilitator Green Programme SROI Study & Community Development Grand Design Study 	133,171	<ul style="list-style-type: none"> University Scholarship Stunting Programme Fishing Tools Improvement & Fishermen Training Programme Green Programme MSMEs Development Programme Outdoor Gym Construction Support Traning on Oil and Gas Industry and Logical Framework Analysis to Implementing Partners 	124,653
11	Thailand	<ul style="list-style-type: none"> Fish Aggregating Devices (FADs) Mangrove Forest Conservation Project Scholarship Training on Children's Rights, Reducing Bullying in school TGAT & Common subjects tutorial online The SP Thailand monthly technical meeting programme The dried seafood product for thribe children Sensory Room Phase 2 	57,235	<ul style="list-style-type: none"> Fish Aggregating Devices (Fads) Mangrove Forest Conservtion Project Supporting on Marine Waste Management Project For Fisheries Sector In 22 Provinces Pr Campaign on Renewable Energy and Conservation 100 Prescription Eyeglasses to Elderly 100 Anti Knock Helmets for Students Providing Eyeglasses for 51 Schoolchildren Blood Donation for Human Life Event Support Fund to Local Fishery Association on 400 Bags of Rice for Prince Chumphon Memorial Day Sponsorship for Safety Equipment Support Fund to Purchase 20 Tents for Local Food Vendors Training on Batik Fabric Making Sensory Room Phase 2 Scholarship for Children of F/A Members Training on Promoting Children'S Rights, Reducing Bullying in Schools, and Hands-On Instruction in Batik Fabric Making NFAT Scholarship 2024 T-Shirt for Online Tutorial Project 2024 A Training on Building Values of Honesty and Learning Basic First Aid Mushroom Farming Initiative Online Tutorial Project 2024 A Support For Water Tank 	84,714	<ul style="list-style-type: none"> Ramadan 2025 Chumphon Marine Festival 2025 Children and Youth Futsal Tournaments 2025 Safety Equipment for Association Members 2025 Marine Waste Management Project Scholarship for 15 children of the fisheries association's members 50 Life Vests for Fishermen Fishermen Livelihood Empowerment Project Sponsorship for The Eyeglasses for Students and Senior Citizens Equipment Replacement Project for Crab Bank Support for marine rescue equipment and maintenance Supporting Fishing Boat Engine Maintenance with 90 Ring Spanner Sets Oyster Mushroom Cultivation Project A 2-day vocational training programme (Career Development Programme) Road Safety and Accident Reduction Training A Training Programme on the Value of Coastal Resources A training on children's rights and reduce bullying NFAT Scholarship 2025 Online Tutorial Project 2025 A training programme on promoting the value of honesty and learning the basics of batik-making. A Training Programme on Online Media Awareness and Basic First Aid Producing Soil Fertilizer from Food Waste Support for the Smart Classroom Project Fish Aggregating Devices (FADs) Reforestation Activity 200 Rai of Mangrove Forest Preservation Project 1,000 Mangrove Seedlings Planting Activity 	91,005

¹ These investments are for 100% participating interest.


Sustainable Livelihood & Community Development¹ (GRI 413-1)

No	Operations	2023	USD	2024	USD	2025	USD
12	Corridor	<ul style="list-style-type: none"> Teacher Capacity Building and Community Base Education Scholarship for undergraduate students Youth Integrity Programme Training for Posyandu and nutrition post cadres, providing additional health food and counselling support to families of stunted children Superior Rubber Cultivation Programme and Rubber Farmer Groups Development Self-reliant and Productive Village Business Development Mentoring MSMEs in product marketing, institutional legality and establishing collaboration with nearby companies Upstream Oil and Gas Greening Programme - Joint Programme of SKK Migas and PSCs 	386,901	<ul style="list-style-type: none"> Teacher Capacity Building and Community Base Education Synergy Programme of Youth Training & Education Activities at DISNAKERTRANS MUBA Scholarship for Undergraduate Students Integrated Health Post (Posyandu) Cadre Training Development of People's Rubber Plantations & Downstreaming Rural Business Development - Product Marketing Training Mangrove Tree Planting Community Development Grand Design Study (SKK Migas Programme) SROI Study 	421,519	<ul style="list-style-type: none"> Teacher Capacity Building and Community Base Education Integrated Health Post (Posyandu) Cadre Training Local Business Development Social Mapping & SLOI Study Rubber Tree Programme Scholarship Programme Tree Planting Programme 	405,089
Subtotal Oil & Gas			1,226,972		1,589,057		1,195,862
13	Power	<ul style="list-style-type: none"> Donation for Stunting Programme Donation - food staple for destitue family in Bondowoso and Banyuwangi Donation in the form of food staple for disadvantageded communitites 	8,733	<ul style="list-style-type: none"> Electricity Installation for Underprivileged Residents Community Development on High School Student 	9,730	<ul style="list-style-type: none"> Free electricity installation Installation of electrical systems in the homes of underprivileged residents. MoU for Herbal Beverage Collaboration with the Kaligedang PKK (Family Welfare Movement) Empowerment of Nuriko Coffee Internship Programme Health Check Assistance Staple food donation Health Check-up and Blood Donation Progam Cricket Farming Development Women Empowerment Bamboo seedling Waste Transportation Vehicle Assistance Participation in the 2025 Journalism Workshop Organised by the Indonesian Journalists Association (PWI) Jepara 	44,959
Subtotal Power			8,733		9,730		44,959
Total			1,235,705		1,598,787		1,240,821

¹ These investments are for 100% participating interest.


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

No	Operations	2023	USD	2024	USD	2025	USD
1	Oman KSF	<ul style="list-style-type: none"> Sponsorship of activities for the Engineering Society at SQU Participation National Local Sport Supporting MDM Ride Event Supporting Greening the Environment 	24,657	<ul style="list-style-type: none"> Sponsorship for Education Support and Living Cost Participation in National Local Sport Event 	80,046	<ul style="list-style-type: none"> Education assistance programme 15th SQU Engineering Gathering Seaweed Pilot Project Extension (Phase 2) AC revitalization at Saleem Mosque Occasion of International Volunteer Day Sponsor to renovate classroom at the school Sponsor for Orphan Care 	128,588
2	Block A	<ul style="list-style-type: none"> Basic food supplies Health Programme School Transportation 	21,001	<ul style="list-style-type: none"> Milk & Health Mask for Community Uniform for Community Group Flood Evacuation Equipment Support 	3,557	<ul style="list-style-type: none"> Food Assistance for Students Uniform for Students & Teachers Neon Box for Police Station 	1,872
3	South Sumatra Block	<ul style="list-style-type: none"> Disaster Relief 	6,737	<ul style="list-style-type: none"> Disaster Relief Basic Need For Vulnerable & Disabled Group 	10,926	<ul style="list-style-type: none"> Comdev field monitoring Disaster Relief 	3,263
4	Rimau	<ul style="list-style-type: none"> Health programme (Familiarisation, sport programme) Transportation support for students Religion activities support Food Supply for communities affected by flooding Stunting, TBC, Malaria, Aids Support Programme 	17,094	<ul style="list-style-type: none"> Sport Activities Support Transportation Support For Students Upstream Oil And Gas Activities Familiarisation Health Familiarisation Disaster Relief 	11,632	<ul style="list-style-type: none"> Transportation support for students Sport activities support Disaster Relief Upstream Oil and Gas Activities and Religious Familiarisation Sport and educational support Food support to avoid stunting Support of generator and clean water to school SROI Study 	14,563
5	South Natuna Sea Block B	<ul style="list-style-type: none"> Anthropology Students' scientific papers contribution 	1,351	<ul style="list-style-type: none"> Festival Padang Melang Support Radio Communication Support SKK Migas Run Festival 	21,663	<ul style="list-style-type: none"> Garbage Car Donation Hearse Car Donation Sharing Cost for the making of Planting Guideline Disaster Relief Student Event 	70,142
6	Lematang	<ul style="list-style-type: none"> Disaster Relief Community Health Examination Social Facility Cleaning Support Trash Bin Support 	9,578	<ul style="list-style-type: none"> Basic Need Support for Vulnerable & Disabled Group Facilities Support For Community Activities 	5,050	<ul style="list-style-type: none"> Music equipment support for community Transition Plan Study Social Return on Investment Study Natural Disaster Relief 	12,921
7	Tarakan	<ul style="list-style-type: none"> Health Programme (Health Familiarisation, nutritional food & medical tools support) Sport Programme Support School & Library Facility Support 	4,624	<ul style="list-style-type: none"> Art Performing Stage Support 	550	<ul style="list-style-type: none"> Library Support Drum donation to support local businesses Meals support for a cultural festival Custom support for cultural event Meals support for an environmental event (proklim) Tools support for grass cutting Meals, equipment and souvenir support for an environmental event (Expo Forum Sampah & Green Camp) 	1,711
8	Bangkalanai	-	-	<ul style="list-style-type: none"> Disaster Relief Programme 	5,867	<ul style="list-style-type: none"> School Bag Donation 	624
9	Madura Offshore	-	-	<ul style="list-style-type: none"> Community Activity Programme Support Disaster Relief 	9,448	<ul style="list-style-type: none"> Community Activity Programme Support Support for Collaborative Programme with Government for Economic Activities Administration Support Disaster Relief 	17,286

¹ These investments are for 100% participating interest.

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

No	Operations	2023	USD	2024	USD	2025	USD
10	Sampang	<ul style="list-style-type: none"> Flood and Drought Relief in Sampang City 	2,081	<ul style="list-style-type: none"> Community Activity Program Support Disaster Relief 	5,846	-	-
11	Thailand	<ul style="list-style-type: none"> Ministry of Energy Charity Golf 150 sets of first aid kits to NFAT National journalists day Blood donation for human life event Donations due to disasters Religious event Prince Chumpon memorial day DMF Charity Golf Tournament 2023 PTIT Annual Dinner 2023 The safety equipment NFAT annual General Meeting 2023 	24,600	<ul style="list-style-type: none"> National Journalist's Day Chumphon Marine Festival 2024 The 79th Indonesian Independence Series 2024 Sponsorship The Royal Kathina Religious Ceremony - DMF The Royal Kathina Religious Ceremony - MOE PTIT Annual Dinner 2024 SPWLA Asia Pacific 2024 Regional Conference Bangkok Thailand 150 Medco logo stickers for first aid kit to NFAT The National Fisheries Association of Thailand (NFAT) Annual General Meeting 2024 Supporting on Typhoon Gay Memorial Day The Royal Kathina Religious Ceremony 2024 from The Department of Mineral Fuels (DMF) Disaster Relief Fund Donation for Flood Victims in The North and Northeastern Parts of Thailand 	15,878	<ul style="list-style-type: none"> Donation for flood disaster relief 2025 Surat Thani Red Cross Fair Thai Journalist Day Event NFAT Annual General Meeting 2025 Co-sponsorship for The Purse Seine Fishery Association (Thailand) Annual General Meeting 2025 Support to prepare 150 sets of first aid kits to NFAT DMF Golf Charity Tournament 2025 Maritime Life Run by Thai-Meccc Walking-Running Club 6th Blood Donation for Human Lives Event Food Relief Bags Sponsoring the publishing of the commemorative book "Footsteps in the Land of the White Elephant: Celebrating 75 Years of Indonesia-Thailand Friendship" The 80th Indonesian Independence Day Year 2025 Sponsorship PEIT Annual Dinner 2025 The SPE Thailand Monthly Technical Meeting Programme (Annual sponsor running from September 2025 – August 2026) SPE Thailand Season Opening 2025/2026 and 45th Anniversary Dinner Donation for the affected fisheries communities during Thailand and Cambodia conflict Sponsorship for Typhoon Gay Memorial Day Event Support fund to local fishery association on 500 bags of rice for Prince Chumpon Memorial Day Distribution of company's t-shirt during CSR projects and Tutorial Programme 2025 The Royal Kathina Religious Ceremony by Department of Mineral Fuels 2025 The Royal Kathina Religious Ceremony by the Ministry of Energy 2025 SPE Thailand Season Opening 2025/2026 and 45th Anniversary Dinner Support for Renewable Energy Awareness and Exhibition Campaign 	53,162
12	Corridor	-	-	-	-	-	-
Subtotal Oil & Gas			111,723		170,463		304,132

¹ These investments are for 100% participating interest.

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

No	Operations	2023	USD	2024	USD	2025	USD
13	Power	<ul style="list-style-type: none"> • Donation Qurban • Donation for Independence Day, and local Regencies/institutions anniversaries • Donation for Religius, community and sport events • Employees Ramadhan Gifts and Orphan donations • Mangrove trees planting and replanting Pine trees • National Movement to Care for the Protection of Vulnerable Workers donation and electrical installations people who are economically disadvantaged • Donation building materials and heavy equipments for public facilities • Elementary School reading facilities (provide new books) • Environment 	59,151	<ul style="list-style-type: none"> • Donation to An Orphanage • Donation Qurban • Mangrove Treesplanting and Replanting Pine Trees • Donation Independence Day • Donation for Religius and Community Event • Donation for Disaster Victims • Donation for Teaching and Learning Activities • Donation for ligce • Elementary School Reading Facilities • Environment • Donation in The Form of Food Stapple for Disadvantage Communities • Sponsorship And Charity • Donation to Support Koramil's Transportation • Donation for Stunted Children • Sponsorship for Stakeholders' Programme (<i>Gotong-Royong</i>) • Donation Related to Religius (<i>Infaq</i>) 	63,684	<ul style="list-style-type: none"> • Donation for Qurban • Donation for Independence Day Event - PHBN • Donation for religius and Community event • Donation for orphans • Donation for Disaster Relief • Grogol Village Clean-Up: An annual activity held as an expression of gratitude to God Almighty and as a way to preserve cultural heritage, • Donation of school event • Donation for Disaster Victims in Banyuwangi • Sponsorship for IBEA Awards • Health Programme • Donation for Sport Event • Donation for education - Employee teaching • Elementary School Reading Facilities • Christmas Donation • Sponsorship • Simultaneous Tree Planting with the Ministry of Forestry • Donation on Disaster Emergency Response • Donation on Community Programme • Monthly Contribution for using Segara Gunung Agung • Loss compensation • Donation of basic food packages to underprivileged residents • Food Assistance for Fishermen During the Lean Season in Jepara 2025 	83,755
Subtotal Power			59,151		63,684		83,755
Total			170,874		234,147		387,887

GRI 410: Security Practices 2016

Type of Entity	2023	2024	2025
GRI 410-1: Security personnel trained in human rights policies or procedures			
a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security			
Oil & Gas	99.93%	99.86%	100%
Power	100%	100%	100%
b. Whether training requirements also apply to third-party organizations providing security personnel			
Oil & Gas	Human rights policies and procedures training are also applied to third-party security personnel		
Power			

¹ These investments are for 100% participating interest.



10 | Strengthening Our People and Digital Transformation

GRI 2 - General Disclosure 2021

Individual Disclosure Items		Entities/Category	2023	2024	2025
			Total	Total	Total
GRI 2-7: Employees^{1,2}					
a. Total number of employees, and a breakdown by gender and region:					
Gender	Oil & Gas	International			
		Female	46	48	52
		Male	247	256	264
		Domestic			
		Female	457	445	434
		Male	1,847	1,777	1,708
	Power	Female	114	126	132
		Male	787	887	905
Region	Oil & Gas	International			
		Oman KSF	195	206	215
		Thailand (Bangkok Office)	53	50	52
		Thailand (Field) ³	34	37	38
		Singapore Office	11	11	11
		Domestic			
		Block A	163	161	162
		South Sumatra Block	174	170	167
		Rimau	98	90	77
		South Natuna Sea Block B	289	272	248
		Lematang	20	18	15
		Tarakan	26	22	22
		Jakarta Office	1,250	1,227	1,193
		Bangkanai	42	39	38
		Sampang ⁴	13	10	10
		Corridor	229	213	210

Individual Disclosure Items		Entities/Category	2023	2024	2025
			Total	Total	Total
Region	Power	MPI Headquarters (Jakarta)	126	137	145
		Pusaka Mini-hydro (Cianjur)	22	22	23
		Cibalapulung Mini-hydro (Cianjur)	21	22	19
		Ijen Geothermal (Jakarta)	29	29	14
		MEB & DEB (Batam) ⁵	68	63	63
		ELB (Batam)	57	68	73
		MPE (Palembang)	23	22	21
		EPE (Palembang)	26	23	22
		TJBPS (Jepara)	224	219	216
		Sarulla Geothermal (North Tapanuli)	105	106	106
		MPSI (Pekanbaru)	154	46	43
		Sumbawa Solar PV (Sumbawa)	11	7	8
		MRPR (Jakarta)	26	29	26
		West Bali Solar PV (West Bali)	9	Not Applicable ⁶	
		East Bali Solar PV (East Bali)	-	18	16
		Sulut-1 (North Sulawesi) & Timor-1 (East Nusa Tenggara)	-	193	209
		Ijen Geothermal (Ijen)	-	9	33

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

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

3 The scope of Thailand asset is Bualuang, Sattahip, Chumphon fields.

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

5 MEB & DEB are reported under the same management and regarded as one entity in the calculation.

6 Due to West Bali Solar PV (MSBB) Project completion and its transition to operational phase as per 1 January 2024 all employee of MSBB transferred to East Bali Solar PV (MSBT).



Individual Disclosure Items		Entities/Category	2023		2024		2025		
			Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	
b. Total number of employees by employment contract, by gender and region:									
Gender	Oil & Gas	International							
		Female	46	-	48	-	52	-	
		Male	235	12	244	12	253	11	
		Domestic							
		Female	456	1	443	2	433	1	
		Male	1,836	11	1,765	12	1,701	7	
		Power	Female	94	20	103	23	111	21
			Male	650	137	656	231	708	197
Region	Oil & Gas	International							
		Oman KSF	183	12	194	12	204	11	
		Thailand (Bangkok Office)	53	-	50	-	52	-	
		Thailand (Field) ¹	34	-	37	-	38	-	
		Singapore Office	11	-	11	-	11	-	
		Domestic							
		Block A	163	-	161	-	162	-	
		South Sumatra Block	174	-	170	-	167	-	
		Rimau	98	-	90	-	77	-	
		South Natuna Sea Block B	289	-	272	-	248	-	
		Lematang	20	-	18	-	15	-	
		Tarakan	26	-	22	-	22	-	
		Jakarta Office	1,240	10	1,213	14	1,185	8	
		Bangkanai	42	-	39	-	38	-	
		Sampang ²	11	2	10	-	10	-	
		Corridor	229	-	213	-	210	-	

Individual Disclosure Items		Entities/Category	2023		2024		2025	
			Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Region	Power	MPI Headquarters (Jakarta)	107	19	118	19	125	20
		Pusaka Mini-hydro (Cianjur)	22	-	22	-	23	-
		Cibalapulung Mini-hydro (Cianjur)	20	1	20	2	18	1
		Ijen Geothermal (Jakarta)	23	6	23	6	13	1
		MEB & DEB (Batam) ³	65	3	61	2	62	1
		ELB (Batam)	57	-	66	2	62	11
		MPE (Palembang)	21	2	22	-	21	-
		EPE (Palembang)	25	1	23	-	22	-
		TJBPS (Jepara)	220	4	216	3	212	4
		Sarulla Geothermal (North Tapanuli)	103	2	99	7	100	6
		MPSI (Pekanbaru)	42	112	37	9	38	5
		Sumbawa Solar PV (Sumbawa)	10	1	7	-	8	-
		MRPR (Jakarta)	23	3	23	6	24	2
		West Bali Solar PV (West Bali)	6	3	Not Applicable ⁴			
		East Bali Solar PV (East Bali)	-	-	9	9	8	8
		Sulut-1 (North Sulawesi) & Timor-1 (East Nusa Tenggara)	-	-	13	180	64	145
		Ijen Geothermal (Ijen)	-	-	-	9	19	14

¹ The scope of Thailand asset is Bualuang, Sattahip, Chumphon fields.

² Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.

³ MEB & DEB are reported under the same management and regarded as one entity in the calculation.

⁴ Due to West Bali Solar PV (MSBB) Project completion and its transition to operational phase as per 1 January 2024 all employee of MSBB transferred to East Bali Solar PV (MSBT).



Individual Disclosure Items	Entities	2023	2024	2025
c. Describe the methodologies and assumptions used to compile the data				
	Oil & Gas	The data have been compiled from database and manual compilation.		
	Power			
d. Report contextual information necessary to understand the data reported under GRI 2-7 a and GRI 2-7 b				
	Oil & Gas	All of MedcoEnergi's employees are full-time, and the majority of employees are full-time and permanent.		
	Power			
e. Describe significant fluctuations in the number of employees during the reporting period and between reporting periods				
	Oil & Gas	Not Applicable		
	Power			

GRI 401: Employment 2016

Individual Disclosure Items	Entities/Category	2023		2024		2025		
		Total	%	Total	%	Total	%	
GRI 401-1: New employee hires and employee turnover								
a. Total number and rate of new employee hires during the reporting period:								
Age Group	Oil & Gas	Under 30 years old	44	1.69%	31	1.23%	16	0.65%
		30-50 years old	48	1.85%	25	0.99%	41	1.67%
		Over 50 years old	5	0.19%	5	0.20%	6	0.24%
	Power	Under 30 years old	79	8.77%	98	9.67%	41	3.95%
		30-50 years old	50	5.55%	76	7.50%	37	3.57%
		Over 50 years old	-	-	4	0.39%	1	0.10%
Gender	Oil & Gas	Female	17	0.65%	14	0.55%	15	0.61%
		Male	80	3.08%	47	1.86%	48	1.95%
	Power	Female	15	1.66%	15	1.48%	8	0.77%
		Male	114	12.65%	163	16.09%	71	6.85%
Region	Oil & Gas	International						
		Oman KSF	7	0.27%	16	0.63%	10	0.41%
		Thailand (Bangkok Office)	2	0.08%	3	0.12%	4	0.16%
		Thailand (Field) ¹	1	0.04%	-	-	3	0.12%
		Singapore Office	1	0.04%	1	0.04%	1	0.04%
		Domestic						
		Block A	12	0.46%	8	0.32%	5	0.20%
		South Sumatra Block	22	0.85%	1	0.04%	-	-
		Rimau	7	0.27%	-	-	-	-

¹ The scope of Thailand asset is Bualuang, Sattahip, Chumphon fields.

² Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.

³ MEB & DEB are reported under the same management and regarded as one entity in the calculation.

⁴ Due to West Bali Solar PV (MSBB) Project completion and its transition to operational phase as per 1 January 2024 all employee of MSBB transferred to East Bali Solar PV (MSBT).

Individual Disclosure Items	Entities/Category	2023		2024		2025		
		Total	%	Total	%	Total	%	
Region	Oil & Gas	South Natuna Sea Block B	1	0.04%	-	-	2	0.08%
		Lematang	-	-	-	-	-	-
		Tarakan	-	-	-	-	-	-
		Jakarta Office	40	1.54%	32	1.27%	35	1.42%
		Bangkaiai	1	0.04%	-	-	-	-
		Sampang ²	1	0.04%	-	-	-	-
		Corridor	2	0.08%	-	-	3	0.12%
	Power	MPI Headquarters (Jakarta)	15	1.66%	14	1.38%	10	0.96%
		Pusaka Mini-hydro (Cianjur)	1	0.11%	-	-	-	-
		Cibalapulung Mini-hydro (Cianjur)	1	0.11%	1	0.10%	-	-
		Ijen Geothermal (Jakarta)	3	0.33%	3	0.30%	-	-
		MEB & DEB (Batam) ³	1	0.11%	1	0.10%	1	0.10%
		ELB (Batam)	8	0.89%	12	1.18%	8	0.77%
		MPE (Palembang)	1	0.11%	-	-	-	-
EPE (Palembang)	1	0.11%	-	-	-	-		
TJBPS (Jepara)	2	0.22%	2	0.20%	1	0.10%		
Sarulla Geothermal (North Tapanuli)	-	-	8	0.79%	4	0.39%		
MPSI (Pekanbaru)	94	10.43%	2	0.20%	2	0.19%		
Sumbawa Solar PV (Sumbawa)	-	-	-	-	-	-		
MRPR (Jakarta)	2	0.22%	5	0.49%	3	0.29%		
West Bali Solar PV (West Bali)	-	-	Not Applicable ⁴					
East Bali Solar PV (East Bali)	-	-	7	0.69%	-	-		
Sulut-1 (North Sulawesi) & Timor-1 (East Nusa Tenggara)	-	-	114	11.25%	37	3.57%		
Ijen Geothermal (Ijen)	-	-	9	0.89%	13	1.25%		



Individual Disclosure Items	Entities/Category	2023		2024		2025			
		Total	%	Total	%	Total	%		
b. Total number and rate of employee turnover during the reporting period:									
Age Group	Oil & Gas	Under 30 years old	3	0.12%	2	0.08%	1	0.04%	
		30-50 years old	40	1.54%	37	1.46%	37	1.63%	
		Over 50 years old	55	2.12%	74	2.93%	86	3.38%	
	Power	Under 30 years old	11	1.22%	33	3.26%	18	1.74%	
		30-50 years old	15	1.66%	31	3.06%	32	3.09%	
		Over 50 years old	7	0.78%	6	0.59%	8	0.77%	
Gender	Oil & Gas	Female	20	0.77%	19	0.75%	16	0.65%	
		Male	78	3.00%	94	3.72%	108	4.39%	
	Power	Female	7	0.78%	8	0.79%	4	0.39%	
		Male	26	2.89%	62	6.12%	54	5.21%	
Region	Oil & Gas	International							
		Oman KSF	4	0.15%	4	0.16%	2	0.08%	
		Thailand (Bangkok Office)	6	0.23%	3	0.12%	1	0.04%	
		Thailand (Field) ¹	1	0.04%	1	0.04%	2	0.08%	
		Singapore Office	1	0.04%	1	0.04%	1	0.04%	
		Domestic							
		Block A	3	0.12%	9	0.36%	2	0.08%	
		South Sumatra Block	1	0.04%	3	0.12%	6	0.24%	
		Rimau	-	-	1	0.04%	2	0.08%	
		South Natuna Sea Block B	11	0.42%	11	0.44%	27	1.10%	
		Lematang	1	0.04%	-	-	-	-	
		Tarakan	-	0.00%	1	0.04%	1	0.04%	
		Jakarta Office	56	2.16%	62	2.45%	71	2.89%	
		Bangkalan	-	-	3	0.12%	2	0.08%	
		Sampang ²	2	0.08%	2	0.08%	-	-	
		Corridor	12	0.46%	12	0.48%	7	0.28%	

Individual Disclosure Items	Entities/Category	2023		2024		2025		
		Total	%	Total	%	Total	%	
Region	Power	MPI Headquarters (Jakarta)	11	1.22%	15	1.48%	10	0.96%
		Pusaka Mini-hydro (Cianjur)	1	0.11%	1	0.10%	-	-
		Cibalapulung Mini-hydro (Cianjur)	-	-	-	-	2	0.19%
		Ijen Geothermal (Jakarta)	-	-	2	0.20%	-	-
		MEB & DEB (Batam) ³	2	0.22%	-	-	2	0.19%
		ELB (Batam)	1	0.11%	3	0.30%	4	0.39%
		MPE (Palembang)	1	0.11%	1	0.10%	1	0.10%
		EPE (Palembang)	-	-	2	0.20%	1	0.10%
		TJBPS (Jepara)	5	0.55%	6	0.59%	3	0.29%
		Sarulla Geothermal (North Tapanuli)	1	0.11%	5	0.49%	4	0.39%
		MPSI (Pekanbaru)	2	0.22%	33	3.26%	3	0.29%
		Sumbawa Solar PV (Sumbawa)	8	0.89%	1	0.10%	-	-
		MRPR (Jakarta)	-	-	1	0.10%	5	0.48%
		West Bali Solar PV (West Bali)	1	0.11%	Not Applicable ⁴			
		East Bali Solar PV (East Bali)	-	-	-	-	2	0.19%
		Sulut-1 (North Sulawesi) & Timor-1 (East Nusa Tenggara)	-	-	-	-	21	2.03%
		Ijen Geothermal (Ijen)	-	-	-	-	-	-

¹ The scope of Thailand asset is Bualuang, Sattahip, Chumphon fields.

² Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.

³ MEB & DEB are reported under the same management and regarded as one entity in the calculation.

⁴ Due to West Bali Solar PV (MSBB) Project completion and its transition to operational phase as per 1 January 2024 all employee of MSBB transferred to East Bali Solar PV (MSBT).



Entities	2023	2024	2025
GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees			
a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation			
Oil & Gas	2023-2025: 1. Education/Scholarship Assistance (Oman KSF) 2. Emergency Loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension programme - "Penghargaan Atas Pengabdian" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension programme - 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	2023-2025: 1. Rest and Relax Allowance (MPI Headquarters, Sarulla Geothermal) 2. Emergency Loan (MPI Headquarters, TJBPS, ELB, MRPR) 3. Pension Programme - Dana Pensiun Lembaga Keuangan/DPLK (MPI Headquarters, TJBPS, MEB/DEB ¹ , Sarulla Geothermal)		
b. The definition used for 'significant locations of operation'			
Oil & Gas	As stated in the list of benefits above		
Power	As stated in the list of benefits above		

Entities	Category	2023	2024	2025
GRI 401-3: Parental Leave				
a. Total number of employees that were entitled to parental leave, by gender				
Oil & Gas	Female	503	493	486
	Male	1,947	1,883	1,832
Power	Female	114	126	132
	Male	619	661	701
b. Total number of employees that took parental leave, by gender				
Oil & Gas	Female	14	12	1
	Male	53	39	38
Power	Female	4	1	7
	Male	5	17	35
c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender				
Oil & Gas	Female	14	12	1
	Male	53	39	38
Power	Female	4	1	7
	Male	5	17	35

1 MEB & DEB are reported under the same management and regarded as one entity in the calculation.

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

3 MedcoEnergi discloses GRI 404-2 & GRI 404-3 for Oil & Gas Domestic assets.

Entities	Category	2023	2024	2025
d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender²				
Oil & Gas	Female	16	14	12
	Male	65	52	39
Power	Female	5	4	1
	Male	12	5	17
e. Return to work and retention rates of employees that took parental leave, by gender				
i. Return to work rates of employees that took parental leave, by gender				
Oil & Gas	Female	100%	100%	100%
	Male	100%	100%	100%
Power	Female	100%	100%	100%
	Male	100%	100%	100%
ii. Retention rates of employees that took parental leave, by gender				
Oil & Gas	Female	100%	100%	100%
	Male	98,48%	98,11%	100%
Power	Female	100%	100%	100%
	Male	85,71%	100%	100%

GRI 404: Training and Education 2016

Entities	2023	2024	2025
GRI 404-2: Programs for upgrading employee skills and transition assistance programs³			
a. Type and scope of programs implemented and as sistance provided to upgrade employee skills			
Oil & Gas	2023-2025 MedcoEnergi offers a comprehensive internal training programme with courses in four key areas: <ul style="list-style-type: none"> • Leadership/Softskill • Technical • Operations, and • HSE The training programmes are primarily designed for permanent and direct contract employees. While some specialized programmes cater to senior management (Senior Manager, Vice President, and Senior Vice President), most courses are open to employees at all levels within the company.		
	In addition to internal training, MedcoEnergi offers an Employee Education Assistance programme to support permanent employees pursuing higher education. This programme helps employees financially with obtaining Bachelor's and Master's degrees. This programme 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.		



Entities	2023	2024	2025
b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment			
Oil & Gas	<p>2023: MedcoEnergi offers a pre-retirement programme designed to prepare permanent employees for a smooth transition into retirement. The programme details are aligned with the applicable Collective Labour Agreement (CLA), which typically allows employees aged 51 and over to begin participating.</p> <p>2024-2025: MedcoEnergi offers a pre-retirement programme designed to prepare permanent employees for a smooth transition into retirement. The programme details are aligned with the applicable Pre-Retirement Guideline, which typically allows employees aged 50 and over to begin participating.</p>		

Individual Disclosure Items	Category	Entities	2023 ¹	2024 ²	2025 ²
GRI 404-3: Percentage of employees receiving regular performance and career development reviews³					
a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period					
Gender	Female	Oil & Gas	96.72%	98.65%	98.39%
	Male		98.27%	98.87%	98.65%
Employee Category	SVP & VP		78.95%	95.00%	90.48%
	Superintendent & Supervisor		99.48%	99.20%	100.00%
	Senior Manager		96.92%	100.00%	95.71%
	Manager		96.65%	98.81%	99.61%
	Staff	97.87%	98.74%	98.32%	

GRI 405: Diversity and Equal Opportunity 2016

Individual Disclosure Items	Entities/Category	2023	2024	2025	
GRI 405-1: Diversity of governance bodies and employees					
a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories					
i. Gender	Female	15.38%	15.38%	15.38%	
	Male	84.62%	84.62%	84.62%	
ii. Age group	Under 30 years old	-	-	-	
	30-50 years old	15.38%	15.38%	15.38%	
	Over 50 years old	84.62%	84.62%	84.62%	
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	Not Available				
b. Percentage of employees per employee category in each of the following diversity categories					
i. Gender	Oil & Gas	Female	19.37%	19.52%	19.77%
		Male	80.63%	80.48%	80.23%
	Power	Female	12.65%	12.44%	12.73%
		Male	87.35%	87.56%	87.27%
ii. Age group	Oil & Gas	Under 30 years old	4.66%	4.51%	4.35%
		30-50 years old	71.20%	69.28%	67.62%
		Over 50 years old	24.14%	26.21%	28.03%
	Power	Under 30 years old	24.31%	24.88%	22.47%
		30-50 years old	65.48%	64.76%	65.28%
		Over 50 years old	10.21%	10.37%	12.25%
iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)	Not Available				

1 Percentage of total MedcoEnergi's employees by gender and by employee category reported are employees who have received mid-year performance review.
2 Percentage of total MedcoEnergi's employees by gender and by employee category reported are employees who have received end-year performance review.
3 MedcoEnergi discloses GRI 404-2 & GRI 404-3 for Oil & Gas Domestic assets.



GRI Index

Statement of use	MedcoEnergi has reported in accordance with the GRI Standards for the period 1 January 2025 – 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil & Gas Sector 2021

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
General disclosure						
GRI 2: General Disclosures 2021	2-1 Organizational details	2025 Sustainability Report page 22	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	2025 Sustainability Report page 157 2025 GRI Performance Data page 1	-	-	-	-
	2-3 Reporting period, frequency and contact point	2025 Sustainability Report page 3	-	-	-	-
	2-4 Restatements of information	-	-	-	-	-
	2-5 External assurance	2025 Sustainability Report page 3	-	-	-	-
	2-6 Activities, value chain and other business relationships	2025 Sustainability Report page 22	-	-	-	-
	2-7 Employees	2025 Sustainability Report page 22, 143 2025 GRI Performance Data page 38-40	-	-	-	-
	2-8 Workers who are not employees		2-8	Information unavailable/ incomplete	Workers who are not employees and whose work is controlled by the organisation include agency workers, apprentices, contractors, home workers, interns, selfemployed persons, sub-contractors, and volunteers. These are outside our scope of limited assurance.	-
	2-9 Governance structure and composition	2025 Sustainability Report page 39, 47	-	-	-	-
	2-10 Nomination and selection of the highest governance body	2025 Sustainability Report page 47	-	-	-	-
	2-11 Chair of the highest governance body	2025 Sustainability Report page 47	-	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	2025 Sustainability Report page 47-48	-	-	-	-
	2-13 Delegation of responsibility for managing impacts	2025 Sustainability Report page 47-48	-	-	-	-



GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	2025 Sustainability Report page 47	-	-	-	-
	2-15 Conflicts of interest	2025 Sustainability Report page 47, 50, 53	-	-	-	-
	2-16 Communication of critical concerns	2025 Sustainability Report page 54	-	-	-	-
	2-17 Collective knowledge of the highest governance body	-	2-17	-	Provided in MedcoEnergi 2025 Annual Report page 99-100, 102	-
	2-18 Evaluation of the performance of the highest governance body	2025 Sustainability Report page 47	-	-	-	-
	2-19 Remuneration policies	-	2-19	-	Provided in MedcoEnergi 2025 Annual Report page 102-103	-
	2-20 Process to determine remuneration	2025 Sustainability Report page 47	-	-	-	-
	2-21 Annual total compensation ratio	-	2-21	-	Provided in MedcoEnergi 2025 Annual Report page 93	-
	2-22 Statement on sustainable development strategy	2025 Sustainability Report page 8-12	-	-	-	-
	2-23 Policy commitments	2025 Sustainability Report page 32-35, 47-48, 64, 86, 104, 120, 142 2025 GRI Performance Data page 3-6	-	-	-	-
	2-24 Embedding policy commitments	2025 Sustainability Report page 37, 39, 41, 46-48, 53, 86-88, 98-99, 104-105, 2025 GRI Performance Data page 7-8	-	-	-	-
	2-25 Processes to remediate negative impacts	2025 Sustainability Report page 54	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	2025 Sustainability Report page 51, 54	-	-	-	-
	2-27 Compliance with laws and regulations	2025 Sustainability Report page 86	-	-	-	-
	2-28 Membership associations	2025 Sustainability Report page 43	-	-	-	-
2-29 Approach to stakeholder engagement	2025 Sustainability Report page 42-43, 120-121	-	-	-	-	
2-30 Collective bargaining agreements	2025 Sustainability Report page 150	-	-	-	-	
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2025 Sustainability Report page 32-33	-	-	-	-
	3-2 List of material topics	2025 Sustainability Report page 32-33	-	-	-	-
Responsible Procurement Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 47, 53, 57	-	-	-	-
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2025 Sustainability Report page 16	-	-	-	11.14.6 (Economic Impacts)
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2025 Sustainability Report page 53, 57	-	-	-	11.10.8 (Employment Practices)
	414-2 Negative social impacts in the supply chain and actions taken	2025 Sustainability Report page 57	-	-	-	11.10.9 (Employment Practices)



GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 40, 46	-	-	-	-
Stakeholders Engagement						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 42-43, 120-121, 137	-	-	-	-
Political and Regulatory Environment						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 46, 49, 55, 58-61, 89	-	-	-	-
GRI 207: Tax 2019	207-1 Approach to tax	-	207-1	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.4 (Payments to Governments)
	207-2 Tax governance, control, and risk management	-	207-2			11.21.5 (Payments to Governments)
	207-3 Stakeholder engagement and management of concerns related to tax	-	207-3			11.21.6 (Payments to Governments)
	207-4 Country-by-country reporting	-	207-4			11.21.7 (Payments to Governments)
GRI 415: Public Policy 2016	415-1 Political contributions	2025 Sustainability Report page 46, 2025 GRI Performance Data page 9	-	-	-	11.22.2 (Public Policy)
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2025 Sustainability Report page 16, 29	-	-	-	11.21.2 (Payments to Governments)
	201-4 Financial assistance received from government	2025 Sustainability Report page 55, We report the disclosure of financial assistance received from government under this GRI 201-4 through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The bi-annual reports are accessible through the EITI website at https://eiti.org/eiti-country- reports?field_countries=indonesia	-	-	-	11.21.3 (Payments to Governments)



GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI Topic 11.21 Payments to Government	11.21.8 For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report: <ul style="list-style-type: none"> Volumes and types of oil and gas purchased; Full names of the buying entity and the recipient of the payment; Payments made for the purchase. 	-	11.21.8	Confidentiality Constraint	Information related to the oil or gas sale and purchase agreement is not disclosed due to a confidentiality clause in the contract.	11.21.8 (Payments to Governments)
Anti-Corruption and Business Ethics						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 39, 47, 58-61	-	-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2025 Sustainability Report page 51, 55, 2025 GRI Performance Data page 9	-	-	-	11.20.1 (Anti Corruption)
	205-2 Communication and training about anti-corruption policies and procedures	2025 Sustainability Report page 50, 51, 56, 2025 GRI Performance Data page 9	-	-	-	11.20.2 (Anti Corruption)
	205-3 Confirmed incidents of corruption and actions taken	2025 Sustainability Report page 60	-	-	-	11.20.3 (Anti Corruption)
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	206-1	Not Applicable	-	11.19.2 (Anti Competitive Behavior)
Climate Risk and Resilience, Climate Mitigation, Climate Adaptation						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 38, 70, 72-75, 81-89	-	-	-	11.1.1 (GHG Emission), 11.2.1 (Climate adaptation, resilience, and transition)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2025 Sustainability Report page 73, 2025 GRI Performance Data page 12, 16, 19, 21	-	-	-	11.1.5 (GHG Emission)
	305-2 Energy indirect (Scope 2) GHG emissions	2025 Sustainability Report page 74, 2025 GRI Performance Data page 13, 16, 19, 21	-	-	-	11.1.6 (GHG Emission)
	305-3 Other indirect (Scope 3) GHG emissions	2025 Sustainability Report page 74, 2025 GRI Performance Data page 14, 17, 20-21	-	-	-	11.1.7 (GHG Emission)
	305-4 GHG emissions intensity	2025 Sustainability Report page 73, 2025 GRI Performance Data page 15-17, 20-21	-	-	-	11.1.8 (GHG Emission)
	305-5 Reduction of GHG emissions	2025 Sustainability Report page 71, 76-80	-	-	-	11.2.3 (Climate adaptation, resilience, and transition)



GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI Topic 11.2 Climate adaptation, resilience, and transition	11.2.4 Describe the organization's approach to public policy development and lobbying on climate change, including: <ul style="list-style-type: none"> The organization's stance on significant issues related to climate change that are the focus of its participation in public policy development and lobbying, and any differences between these positions and its stated policies, goals, or other public positions; Whether it is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying on climate change, including: <ul style="list-style-type: none"> The nature of this contribution Any differences between the organization's stated policies, goals, or other public positions on significant issues related to climate change The positions of the representative associations or committees. 	2025 Sustainability Report page 41, 68-71	-	-	-	11.2.4 (Climate adaptation, resilience, and transition)
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	2025 Sustainability Report page 70-71	-	-	-	11.2.2 (Climate adaptation, resilience, and transition)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2025 Sustainability Report page 75, 2025 GRI Performance Data page 10-11, 18	-	-	-	11.1.2 (GHG Emission)
	302-2 Energy consumption outside of the organization	-	302-2	Information unavailable/ incomplete	-	11.1.3 (GHG Emission)
	302-3 Energy intensity	2025 Sustainability Report page 75, 2025 GRI Performance Data page 10-11, 18	-	-	-	11.1.4 (GHG Emission)
Effluents and Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 86, 89-91, 107-108	-	-	-	11.5.1 (Waste)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2025 Sustainability Report page 90-91	-	-	-	11.5.2 (Waste)



GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	2025 Sustainability Report page 89-91	-	-	-	11.5.3 (Waste)
	306-3 Waste generated	2025 Sustainability Report page 90-91	-	-	-	11.5.4 (Waste)
	306-4 Waste diverted from disposal	2025 Sustainability Report page 90-91	-	-	-	11.5.5 (Waste)
	306-5 Waste directed to disposal	2025 Sustainability Report page 90-91	-	-	-	11.5.6 (Waste)
GRI 306: Effluents and Waste 2016	306-3 Significant spills	2025 Sustainability Report page 90-91	-	-	-	11.8.2 (Asset Integrity and Critical Incident Management)
Water						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 86, 92-93, 100-101	-	-	-	11.6.1 (Water & Effluents)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2025 Sustainability Report page 92-93	-	-	-	11.6.2 (Water & Effluents)
	303-2 Management of water discharge related impacts	2025 Sustainability Report page 93	-	-	-	11.6.3 (Water & Effluents)
	303-3 Water withdrawal	2025 Sustainability Report page 92	-	-	-	11.6.4 (Water & Effluents)
	303-4 Water discharge	2025 Sustainability Report page 93	-	-	-	11.6.5 (Water & Effluents)
	303-5 Water consumption	-	303-5	Information unavailable/ incomplete	-	11.6.6 (Water & Effluents)
Air Quality						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 86, 94, 100-101	-	-	-	11.3.1 (Air Emission)
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	2025 Sustainability Report page 94, 2025 GRI Performance Data page 15-17, 20-21	-	-	-	11.3.2 (Air Emission)
Workplace health, safety, and wellbeing						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 104, 116-117	-	-	-	11.9.1 (Occupational Health and Safety)



GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2025 Sustainability Report page 104-107	-	-	-	11.9.2 (Occupational Health and Safety)
	403-2 Hazard identification, risk assessment, and incident investigation	2025 Sustainability Report page 107	-	-	-	11.9.3 (Occupational Health and Safety)
	403-3 Occupational health services	2025 Sustainability Report page 110	-	-	-	11.9.4 (Occupational Health and Safety)
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	2025 Sustainability Report page 110-112	-	-	-	11.9.5 (Occupational Health and Safety)
	403-5 Worker training on occupational health and safety	2025 Sustainability Report page 105, 112-114	-	-	-	11.9.6 (Occupational Health and Safety)
	403-6 Promotion of worker health	2025 Sustainability Report page 112	-	-	-	11.9.7 (Occupational Health and Safety)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2025 Sustainability Report page 110, 112	-	-	-	11.9.8 (Occupational Health and Safety)
	403-8 Workers covered by an occupational health and safety management system	2025 Sustainability Report page 106-107	-	-	-	11.9.9 (Occupational Health and Safety)
	403-9 Work-related injuries	2025 Sustainability Report page 110, 2025 GRI Performance Data page 22-26	-	-	-	11.9.10 (Occupational Health and Safety)
	403-10 Work-related ill health	2025 Sustainability Report page 110	-	-	-	11.9.11 (Occupational Health and Safety)
Asset Integrity						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 108, 117	-	-	-	-
GRI Topic 11.7 Closure and rehabilitation	11.7.6 Report the total monetary value of financial provisions for closure and rehabilitation made by the organization, including post-closure monitoring and aftercare for operational sites.	We report the disclosure of abandonment site & Restoration under this GRI 11.7.6 Closure and Rehabilitation through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The bi-annual reports are accessible through the EITI website at https://eiti.org/eiti-country-reports?fieldcountries=indonesia	-	-	-	11.7.6 (Closure and Rehabilitation)



GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI Topic 11.8 Asset Integrity and Critical Incident Management	11.8.3 Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity (e.g., exploration, development, production, closure and rehabilitation, refining, processing, transportation, storage).	2025 Sustainability Report page 111	-	-	-	11.8.3 (Asset Integrity and Critical Incident Management)
Local Communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 98-99, 100-101, 120-121, 129-131, 137-139	-	-	-	11.15.1 (Local communities)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2025 Sustainability Report page 121-129 2025 GRI Performance Data page 27-30	-	-	-	11.14.4 (Economic impacts)
	203-2 Significant indirect economic impacts	2025 Sustainability Report page 130-131 2025 GRI Performance Data page 27	-	-	-	11.14.5 (Economic impacts)
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	2025 Sustainability Report page 120-121	-	-	-	11.17.2 (Rights of indigenous peoples)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2025 Sustainability Report page 130-142 2025 GRI Performance Data page 30-37	-	-	-	11.15.2 (Local communities)
	413-2 Operations with significant actual and potential negative impacts on local communities	2025 Sustainability Report page 24, 123	-	-	-	11.15.3 (Local communities)
GRI Topic 11.16 Land and resource rights	11.16.1 <ul style="list-style-type: none"> Describe the approach to engaging with affected vulnerable groups, including: <ul style="list-style-type: none"> How the organization seeks to ensure engagement is meaningful; How the organization seeks to ensure safe and equitable gender participation. Describe the approach to providing remediation to local communities or individuals subject to involuntary resettlement, such as the process for establishing compensation for loss of assets or other assistance to improve or restore standards of living or livelihoods. 	2025 Sustainability Report page 120-121	-	-	-	11.16.1 (Land and Resource Rights)



GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
Security Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 121, 138-139	-	-	-	-
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	2025 Sustainability Report page 129 2025 GRI Performance Data page 37	-	-	-	11.18.2 (Conflict and Security)
Talent Attraction, Retention, and Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	2025 Sustainability Report page 142, 154-155	-	-	-	11.10.1 (Employment practices) 11.11.1 (Non-discrimination and equal opportunity) 11.13.1 (Freedom of association and collective bargaining)
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	2025 Sustainability Report page 142, 154-155	-	-	-	-
	202-2 Proportion of senior management hired from the local community	-	202-2	Information unavailable/incomplete	-	11.11.2 (Non-discrimination and equal opportunity)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2025 GRI Performance Data page 40-41	-	-	-	11.10.2 (Employment practices)
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 GRI Performance Data page 42	-	-	-	11.10.3 (Employment practices)
	401-3 Parental leave	2025 GRI Performance Data page 42	-	-	-	11.10.4 (Employment practices) 11.11.3 (Non-discrimination and equal opportunity)
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	402-1	Not Applicable	-	11.72 (Closure and rehabilitation)



GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	404-1	Information unavailable/ incomplete	-	11.10.6 (Employment practices) 11.11.4 (Non- discrimination and equal opportunity)
	404-2 Programs for upgrading employee skills and transition assistance programs	2025 Sustainability Report page 65, 144-148 2025 GRI Performance Data page 42-43	-	-	-	11.7.3 (Closure and rehabilitation)
	404-3 Percentage of employees receiving regular performance and career development reviews	2025 Sustainability Report page 145 2025 GRI Performance Data page 43	-	-	-	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2025 Sustainability Report page 142-144 2025 GRI Performance Data page 43	-	-	-	11.11.5 (Non- discrimination and equal opportunity)
	405-2 Ratio of basic salary and remuneration of women to men	2025 Sustainability Report page 150	-	-	-	11.11.6 (Non- discrimination and equal opportunity)
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	406-1	Information unavailable/ incomplete	-	11.11.7 (Non- discrimination and equal opportunity)
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2025 Sustainability Report page 142, 149	-	-	-	11.13.12 (Freedom of association and collective bargaining)
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2025 Sustainability Report page 57, 142	-	-	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2025 Sustainability Report page 57, 142	-	-	-	11.12.2 (Forced labour and modern slavery)
Topics in the applicable GRI Sector Standards determined as not material						
Biodiversity						
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2025 Sustainability Report page 94	-	-	-	11.4.2 (Biodiversity)
	304-2 Significant impacts of activities, products and services on biodiversity	2025 Sustainability Report page 94-97	-	-	-	11.4.3 (Biodiversity)
	304-3 Habitats protected or restored	2025 Sustainability Report page 95-97	-	-	-	11.4.4 (Biodiversity)

