2022 GRI Performance Data

MEDCOENERGI



REACHING NEW HEIGHTS

PT Medco Energi Internasional Tbk

2022

GRI PERFORMANCE DATA

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

GRI Performance Data

GRI Performance Data

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

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

[1] South Sumatra Block (SSB), Rimau and Lematang represent South Sumatra Region.
[2] Mitra Energi Batam, Dalle Energi Batam and Energi Listrik Batam represent Batam IPP.
[3] Bio Jatropha Indonesia represents Cibalapulang Mini Hydro.
[4] Pembangkitan Pusaka Parahiangan represent Pusaka Mini Hydro.
[5] Multidaya Prima Elektrindo and Energi Prima Elektrika represent South Sumatra IPP.
[6] Medco Ratch Power Riau represents Riau IPP.

05 Strengthening Our Governance

GRI 205: Anti-Corruption

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020		2021		2022	
					Value	%	Value	%	Value	%
GRI 205-1	Anti-Corruption	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 Domestic	10	100%	10	100%	11	100%
				Oil & Gas International	-		-		2	100%[1]
				Power	6	43%	6	46%[2]	8	53%[3]
			b. Significant risks related to corruption identified through the risk assessment	Corporate	Corporate crime liability, bribery to government officials, procure to pay fraud risk, conflict of interest, United States Office of Foreign Assets Control (OFAC) violations risk.		Corporate crime liability, procure to pay fraud risk, conflict of interest, United States Office of Foreign Assets Control (OFAC) violations risk.		Corporate crime liability risk, procure to pay fraud risk, conflict of interest risk, and international sanction compliance violations risk.	
GRI 205-2	Anti-Corruption	Communication and training on anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to (based on email communication to governance body members)	Corporate	14	100%	14	100%	13	100%
			b. Total number 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	1,959	100%	1,889	100%	2,602	100%
				Power	784	100%	751	100%	807	100%

[1] This number is based on 2 assets: Thailand and Oman.
[2] This number is based on 13 assets because of several conditions:
– Mitra Energi Batam and Dalle Energi Batam are regarded as one entity
– Medco Hidro Indonesia's employees are transferred to Medco Power Indonesia Head Office under a business consideration
[3] This number is based on 15 assets because of several conditions:
– Mitra Energi Batam and Dalle Energi Batam are regarded as one entity

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020		2021		2022	
					Value	%	Value	%	Value	%
			c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to broken down by type of business partner	Oil & Gas	461	100%	420	100%	708	100%
				Power	Communication to business partners were delivered through series of emails and vendor audits.				2,039	100%
			d. Total number and percentage of governance body members that have received training on anti-corruption	Corporate	14	100%	14	100%	13	100%
			e. Total number and percentage of employees that have received training on anti-corruption. • Light education through emails sent to employees • Participative training in both Oil & Gas and Power through the Statement of Adherence forms • Intensive training provided through classroom training	Light Education (Oil & Gas)	1,959	100%	1,889	100%	2,602	100%
				Light Education (Power)	784	100%	751	100%	807	100%
				Participative Training (Oil & Gas)	1,941	99%	1,882	100%	2,578	99.08%
				Participative Training (Power)	768	98%	751	100%	805	99.75%
				Intensive Training (Oil & Gas)	3,076[1]	Not applicable[1]	275	15%	351	13.49%
				Intensive Training (Power)	204[1]	Not applicable[1]	94	13%	177	21.93%

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

GRI 412: Human Right Assessment

GRI Standard Number	GRI Standard Title	Diclosure Title	Individual Disclosure Items	Type of Entity	2020		2021		2022	
					Value	%	Value	%	Value	%
GRI 412-1[1]	Human Rights Assessment	Operations that have been subject to human rights reviews or impact assessments	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	Oil & Gas Domestic	1	10%	1	10%	1	9.09%
				Power	Not conducted yet					
GRI 412-2	Human Rights Assessment	Employee training on human rights policies or procedures	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations	Oil & Gas Domestic	-		435 hours		64 hours	
				Power	Not conducted yet		7 hours		-	
			b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations	Oil & Gas Domestic	-			7.41%		0.17%
				Power	Not conducted yet			0.67%		-
GRI 412-3[2]	Human Rights Assessment	Significant investment agreement and contracts that include human rights clauses or that underwent human rights screening	a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Oil & Gas	Contracts between MedcoEnergi and third parties using MedcoEnergi's contracts standard have included clauses that the contractor, in countries where MedcoEnergi operates, has committed to comply with applicable laws and regulations and MedcoEnergi's Business Ethics, which include Conflict of Interest and Anti-Bribery and Corruption. These are among the basic expectations in respecting human rights principles.					
				Power						
			b. The definition used for 'significant investment agreements'	Oil & Gas	Not applicable					
				Power						

GRI 415: Public Policy

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
GRI 415-1	Public Policy	Political contribution	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/beneficiary	MedcoEnergi does not support political parties and make no contributions or donations to any political party or affiliated organisation in any location wherever we operate.		
			b. If applicable, how the monetary value of in-kind contributions was estimated	Not applicable		

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

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

07 Realising Our Climate Aspirations

GRI 302: Energy - Oil & Gas[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020*	2021*	2022**
GRI 302-1	Energy	Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources, in gigajoules, and including fuel types used	34,736,728.89[a]	36,392,836.57[a]	36,755,762.58[a,b]
				- CNG - Natural gas - Condensate - Gasoline - Aviation gasoline - Jet fuel (kerosene) - Diesel - Fuel oil - Crude oil	- CNG - Natural gas - Condensate - Gasoline - Aviation gasoline - Jet fuel (kerosene) - Diesel - Fuel oil - Crude oil	- CNG - Natural gas - Gasoline - Aviation gasoline - Jet fuel (kerosene) - Diesel - Fuel oil - Crude oil
			b. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used	15,994.16[a]	43,347.47[a]	107,655.17[a,c]
				- Gasohol 91/95 (E10) - Gasohol (E20) - Diesel (B7) - Biodiesel B20 (Biosolar B20 and PTT Hyforce) - Biodiesel (B30) - Solar energy	- Gasohol (E20) - Biodiesel B20 (Biosolar B20 and PTT Hyforce) - Biodiesel (B30) - Solar energy	- Gasohol 91/95 (E10) - Gasohol (E20) - Biodiesel B20 (Biosolar B20 and PTT Hyforce) - Biodiesel (B30) - Solar energy
			c. In gigajoules, the total:			
			i. Electricity consumption;	92,931.26[d,f,g]	159,849.69[d,h]	162,801.89[e,i]
			ii. Heating consumption;	-	-	-
			iii. Cooling consumption;	-	-	-
			iv. Steam consumption	-	-	-
			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	34,845,654.31[a,d,f,g]	36,596,033.73[a,d,h]	37,026,219.64[a,b,c,e,i]
			f. Standards, methodologies, assumptions, and/or calculation tools used	- American Petroleum Institute (API) Compendium 2009 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019		
			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	Energy intensity	a. Energy intensity ratio for the organization	2.28[a,d,f,g]	2.31[a,d,h]	2.47[a,b,c,e,i,j]
			b. Organization-specific metric (the denominator) chosen to calculate the ratio	GJ/TOE HC 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		
			d. Whether the ratio uses energy consumption within the organization, outside of it, or both	Within the organization		

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

Additional Remarks for GRI 302: Energy - Oil & Gas

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

GRI 302: Energy - Power[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
GRI 302-1	Energy	Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources, in gigajoules, and including fuel types used	13,878,520.83[a]	15,275,315.84[a]	24,309,197.20[b]
					- Gasoline - Diesel - Natural gas	
			b. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used	13.13[a,c]	8.88[a,c]	322.02[b,e,f]
				Biodiesel (B30)	Biodiesel (B30)	- Biodiesel (B30) - Solar energy
			c. In gigajoules, the total:			
			i. Electricity consumption;	3,661.96[a]	3,134.81[a]	6,806.03[b]
			ii. Heating consumption;	-	-	-
			iii. Cooling consumption;	-	-	-
			iv. Steam consumption	-	-	-
			d. In gigajoules, the total:			
			i. Electricity sold;	5,275,962.18[a]	5,738,838.39[a]	9,925,642.40[b,g]
			ii. Heating sold;	-	-	-
			iii. Cooling sold;	-	-	-
			iv. Steam sold	-	-	-
			e. Total energy consumption within the organization, in gigajoules	8,606,233.74[a]	9,539,621.14[a]	14,390,682.85[b,h]
			f. Standards, methodologies, assumptions, and/or calculation tools used	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals		
			g. Source of the conversion factors used	Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006		
GRI 302-3	Energy	Energy intensity	a. Energy intensity ratio for the organization	5.86[a]	5.97[a]	5.21[b]
			b. Organization-specific metric (the denominator) chosen to calculate the ratio	GJ/MWh		
			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 organization		

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

Additional Remarks for GRI 302: Energy - Power

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

GRI 305: Emissions - Oil & Gas[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020**	2021**	2022**
GRI 305-1	Emissions	Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent*	Oil & Gas	4,760,974.85[a]	4,605,470.28[b]	4,345,147.09[b,c]
				JOB Tomori[2]	102,277[3]	92,398	97,333
			i. Gross direct (Scope 1) GHG emissions from combustion	Oil & Gas	4,390,806.32	4,228,194.38	3,902,450.95[c]
			ii. Gross direct (Scope 1) GHG emissions from flaring	Oil & Gas	259,934.95	270,897.20	340,562.46[d]
			iii. Gross direct (Scope 1) GHG emissions from venting	Oil & Gas	35,361.66	30,302.58	31,308.86[e]
			iv. Gross direct (Scope 1) GHG emissions from process (feedstock) emissions	Oil & Gas	1,677.74	2,165.63	1,439.19[f]
			v. Gross direct (Scope 1) GHG emissions from fugitives	Oil & Gas	73,194.17	73,910.48	69,385.62[g]
			b. Gases included in the calculation	Oil & Gas	CO_2, CH_4, N_2O, HFCs		
			i. Gross direct (Scope 1) GHG emissions from CH_4 in metric tons of CO_2 equivalent	Oil & Gas	137,972.90[a]	132,405.84[b]	134,408.39[b,h]
			ii. Percentage of gross direct (Scope 1) GHG emissions from CH_4	Oil & Gas	2.90%	2.87%	3.09%
			c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent	Oil & Gas	1,423.33[a]	3,724.06[b]	7,935.30[b,i]
			d. Base year for the calculation, if applicable, including:	Oil & Gas			
			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_2e		
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas	Not applicable		
			e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Oil & Gas	Source of emissions 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		
			f. Consolidation approach for emissions	Oil & Gas	Operational control		

*) Notes:
- Source of emissions for combustion includes stationary combustion, mobile combustion, thermal oxidizer, incinerator, and waste heat boiler from MedcoEnergi Air and GHG Emission Calculation Tool
- Source of emissions for venting includes venting from storage tanks, loading operations, workover acitivity and specific venting emissions from pneumatic devices and chemical injection pump from MedcoEnergi Air and GHG Emission Calculation Tool
- Source of emission for process (feedstock) includes dehydration and sulphur recovery unit from MedcoEnergi Air and GHG Emission Calculation Tool
- Source of emissions for fugitive emissions includes fugitive emissions of CO_2 and CH_4, fugitive emissions of HFCs and aerobic waste water treatment from MedcoEnergi Air and GHG Emission Calculation Tool

[1] Additional remarks for GRI 305: Emissions - Oil & Gas can be found on page 11-12.
[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.
[3] Restated from MedcoEnergi 2020 GRI Performance Data due to recalculation using updated version of JOB Tomori's emission calculator (E-calc).

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020**	2021**	2022**
			g. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	- API Compendium 2009 - US EPA AP-42 - IPCC Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - EPA Mandatory Greenhouse Gas Reporting 2016 - US EPA Greenhouse Gas Inventory Guidance 2016 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019		
GRI 305-2	Emissions	Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent	Oil & Gas	11,405.06[i,l,m]	17,709.67[i,n]	24,390.27[k,o]
			b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent	Oil & Gas	Not applicable for MedcoEnergi operating countries.		
			c. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all	Oil & Gas	CO_2		
			d. Base year for the calculation, if applicable, including:	Oil & Gas			
			i. The rationale for choosing it	Oil & Gas	MedcoEnergi has 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 tCO_2e		
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas	Not applicable		
			e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Oil & Gas	Source of emissions factors: - Indonesia: GHG Emissions Factor of Electricity System Year 2018, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia - Oman and Malaysia: The IFI Dataset of Default Grid Factors v.2.0, United Nations Framework Convention on Climate Change (UNFCCC) - Thailand: CO_2 Emissions per kWh, Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand - Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore	Source of emissions factors: - Indonesia: GHG Emissions Factor of Electricity System Year 2019, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia - Oman and Malaysia: The IFI Dataset of Default Grid Factors v.3.0, United Nations Framework Convention on Climate Change (UNFCCC) - Thailand: CO_2 Emissions per kWh, Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand - Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore	Source of emissions factors: - Indonesia: GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia - Oman and Malaysia: The IFI Dataset of Default Grid Factors v.3.0, United Nations Framework Convention on Climate Change (UNFCCC) - Thailand: CO_2 Emissions per kWh, Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand - Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore
			f. Consolidation approach for emissions	Oil & Gas	Operational control		
			g. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	- API Compendium 2009 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020**	2021**	2022**
GRI 305-4	Emissions	GHG emissions intensity	a. GHG emissions intensity ratio for the organization				
			i. Scope 1	Oil & Gas	311.23[a]	291.13[b]	289.44[b,c,p]
				JOB Tomori[1]	89.57[2]	90.49	84.01
			ii. Scope 1 + Scope 2	Oil & Gas	311.98[a,j,l,m]	292.25[b,j,n]	291.07[b,c,k,o,p]
			b. Organization-specific metric (the denominator) chosen to calculate the ratio	Oil & Gas	tCO_2e/1,000 TOE HC 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	- Direct (Scope 1) GHG emission sources - Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources		
			d. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all	Oil & Gas	CO_2, CH_4, N_2O, HFCs		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020***	2021***	2022****
GRI 305-7	Emissions	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	a. Significant air emissions, in tonnes, for each of the following:	Oil & Gas			
			i. NO_x (tonne/year)	Oil & Gas	11,435.63[a]	5,607.75[b]	5,702.07[b,q]
			ii. SO_x (tonne/year)	Oil & Gas	591.97[a]	765.45[b]	697.63[b,r]
			iii. Persistent organic pollutants (POP)	Oil & Gas		Not applicable	
			iv. Volatile organic compounds (VOC, tonne/year)	Oil & Gas	1,481.93[a]	1,430.28[b]	2,032.69[b,s]
			v. Hazardous air pollutants (HAP)	Oil & Gas		Not applicable	
			vi. Particulate matter (PM, tonne/year)	Oil & Gas	215.54[a]	225.63[b]	246.03[b,t]
			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).		
			c. Standards, methodologies, assumptions, and/or calculation tools used	Oil & Gas	- API Compendium 2009 - US EPA AP-42 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - Minister of Environment of the Republic of Indonesia Regulation Number 12 Year 2012 regarding Guidelines for Calculation of Emissions for Oil and Gas Industry Activities		

Additional remarks for GRI 305: Emissions - Oil & Gas

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1, 305-2, 305-4 (2020-2022)	**	Scope of assurance	MedcoEnergi has recalculated and restated 2019 (disclosed as base year emissions in this Report), 2020, and 2021 Oil & Gas data, please refer to 2022 Sustainability Report page 93 on the reason for restatement. KAP PSS - EY has provided independent limited assurance on the data (excluding JOB Tomori). For independent limited assurance on 2019, 2020, and 2021 data prior to restatement, please refer to KAP PSS - EY's independent limited assurance statements for the years 2019, 2020, and 2021, respectively, on MedcoEnergi's website.
GRI 305-7 (2020-2021)	***	Scope of assurance	MedcoEnergi has recalculated 2020 and 2021 disclosures for GRI 305-7: Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions for Oil & Gas and the values are not assured by KAP PSS - EY. MedcoEnergi used the same methodologies and tools used during the calculation process in 2020 and 2021 to calculate the GRI 305-7: Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions disclosures.

[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.

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

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-7 (2022)	****	Scope of assurance	KAP PSS - EY has provided independent limited assurance on the data. For independent limited assurance on 2020 and 2021 data, please refer to KAP PSS - EY's independent limited assurance statements for the years 2020 and 2021, respectively, on MedcoEnergi's website.
GRI 305-1, 305-4, and 305-7	a	Scope of assets	The list of assets in 2020 that calculate Scope 1 GHG emissions —International: Oman, Thailand and Malaysia Office; Domestic: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang, Madura Offshore, Corridor, and Jakarta Office. Corridor acquisition completed in March 2022. Emission from Corridor is included from 2019 as MedcoEnergi's Emission base year started in 2019.
	b	Scope of assets	The list of assets in 2021 and 2022 that calculate Scope 1 GHG emissions—International: Oman and Thailand; Domestic: Rimau, South Sumatra Block, Lematang, Tarakan, Block A, South Natuna Sea Block B, Bangkanai, Sampang, Madura Offshore, Corridor, and Jakarta Office. Corridor acquisition completed in March 2022. Emission from Corridor is included from 2019 as MedcoEnergi's Emission base year started in 2019.
	c	Justification for the decrease in Scope 1 GHG emissions	Lower due to decline of high CO_2 fields (Corridor).
	d	Justification for the increase in Scope 1 GHG emissions from flaring	Higher due to plant maintenance (Block A) and more well activities (Lematang).
	e	Justification for the increase in Scope 1 GHG emissions from venting	Higher drilling activities in Thailand in 2022.
	f	Justification for the decrease in Scope 1 GHG emissions from process (feedstock)	Lower due to dehydration unit optimization in Grati OPF (Onshore Production Facility).
	g	Justification for the decrease in Scope 1 GHG emissions from fugitives	Lower fugitive emissions due to several equipment shut-in align with the production decline (Offshore).
	h	Justification for the increase in methane emissions	Higher methane emissions due to more well activities (Thailand and Lematang) and plant maintenance (Block A).
	i	Justification for the increase in biogenic CO_2 emissions	Higher biogenic CO_2 emissions due to increasing usage of Biodiesel (B30) in diesel generators and transportations in Offshore and Onshore.
GRI 305-2 and 305-4	j	List of assets	The list of assets in 2020 and 2021 that consume energy from purchased electricity consist of Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia Office, Singapore Office, Jakarta Office, and Corridor.
	k	List of assets	The list of assets in 2022 that consume energy from purchased electricity consist of Bangkanai, South Sumatra Block, Tarakan, South Natuna Sea Block B, Sampang, Thailand, Oman, Malaysia Office, Singapore Office, Jakarta Office, and Corridor.
	l	Justification for Oman's purchased electricity data	The total Scope 2 GHG emissions for Oman only covers the emissions resulted from purchased electricity in May - December 2020. The electricity consumption in January - April 2020 was not available from the provider.
	m	Justification for the significant increase in purchased electricity consumption	2020 was the first year for Jakarta Office and Oman to disclose their purchased electricity consumption, which was significantly higher compared to other assets.
	n	Justification for significant increase in Scope 2 GHG emissions	2021 was the first year for Grati Onshore Processing Facilities (OPF) in Sampang to switch its power source from natural gas generator to purchased electricity, which cause significant increase in total Scope 2 GHG emissions figures.
	o	Justification for the increase in Scope 2 GHG emissions	Switching out generators with purchased electricity in Onshore (South Sumatra Block and Bangkanai), and higher electricity consumption in all offices due to COVID-19 restriction relaxation in 2022.
GRI 305-4	p	Justification for the lower GHG emissions intensity Scope 1 and Scope 1+2	Lower GHG emissions intensity due to lower GHG emissions align with the decline of high CO_2 fields (Corridor).
GRI 305-7	q	Justification for higher NO_x emissions	Higher NO_x emission due to more drilling activities (Thailand).
	r	Justification for lower SO_x emissions	Lower SO_x emission due to Equipment Optimization in Block A and lower production during acid gas fracturing in Lematang.
	s	Justification for higher VOC emissions	Higher VOC emission due to additional VOC emission from condensate storage tank in Offshore (Sampang).
	t	Justification for higher PM emissions	Higher PM emission due to more drilling activities (Thailand).

GRI 305: Emissions - Power[1]

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
GRI 305-1	Emissions	Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent	779,372.59[a]	857,807.80[a]	1,365,141.13[b,c]
			b. Gases included in the calculation		CO_2, CH_4, N_2O	
			c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent	1.28[a]	0.86[a]	4.60[b]
			d. Base year for the calculation, if applicable, including:			
			i. The rationale for choosing it		Not applicable	
			ii. Emissions in the base year		Not applicable	
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions		Not applicable	
			e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Source of emissions factors: - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012 - Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 Source of GWP rates: IPCC Fourth Assessment Report		
			f. Consolidation approach for emissions		Operational control	
			g. Standards, methodologies, assumptions, and/or calculation tools used	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012		
GRI 305-2	Emissions	Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent	56.51[d]	818.53[e,g]	1,760.47[f,h]
			b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent	Not applicable for MedcoEnergi operating countries		
			c. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all		CO_2	
			d. Base year for the calculation, if applicable, including:			
			i. The rationale for choosing it		Not applicable	
			ii. Emissions in the base year		Not applicable	
			iii. The context for any significant changes in emissions that triggered recalculations of base year emissions		Not applicable	
			e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	GHG Emissions Factor of Electricity System Year 2018, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia	GHG Emissions Factor of Electricity System Year 2019, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia	GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia
			f. Consolidation approach for emissions		Operational control	
			g. Standards, methodologies, assumptions, and/or calculation tools used	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals		

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

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
GRI 305-4	Emissions	GHG emissions intensity	a. GHG emissions intensity ratio for the organization			
			i. Scope 1	0.53[a]	0.54[a]	0.49[b,c]
			ii. Scope 1 + Scope 2	0.53[a,d]	0.54[a,e,g]	0.50[b,c,f,h]
			b. Organization-specific metric (the denominator) chosen to calculate the ratio		tCO_2e/MWh	
			c. Types of GHG emissions included in the intensity ratio; whether Direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)	– Direct (Scope 1) GHG emission sources – Direct (Scope 1) + Energy indirect (Scope 2) GHG emission sources		
			d. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all		CO_2, CH_4, N_2O	
GRI 305-7	Emissions	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)	1,790.91[a]	2,973.26[a]	4,416.51[b]
			ii. SO_x (tonne/year)	381.47[a]	414.76[a]	136.11[b]
			iii. Persistent organic pollutants (POP)		Not applicable	
			iv. Volatile organic compounds (VOC, tonne/year)		Not applicable	
			v. Hazardous air pollutants (HAP)		Not applicable	
			vi. Particulate matter (PM, tonne/year)	180.10[a]	216.50[a]	336.27[b]
			vii. Other standard categories of air emissions identified in relevant regulations		Not available	
			b. Source of the emissions factors used		Not applicable	
			c. Standards, methodologies, assumptions, and/or calculation tools used	Minister of Environment and Forestry of the Republic of Indonesia, Regulation Number 15 Year 2019 regarding Emission Quality Standards for Thermal Power Plants		

Additional remarks for GRI 305: Emissions - Power

GRI	Asterisk	Remarks	Statement from MedcoEnergi
GRI 305-1, 305-4 and 305-7	a	Scope of assets	The list of assets in 2020 and 2021 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, and Dalle Energi Batam.
	b	Scope of assets	The list of assets in 2022 — Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, Pembangkitan Pusaka Parahiangan, and Medco Power Indonesia Head Office.
	c	Justification for the significant increase in Scope 1 GHG emissions in 2022	The significant increase in Scope 1 GHG emission in 2022 is mainly due to addition in operational assets. Hence, the increase in the electricity production in 2022 was followed by the increase in Scope 1 GHG emissions.
GRI 305-2	d	List of assets	The list of assets in 2020 that produced Scope 2 GHG emissions consist of Energi Listrik Batam, Mitra Energi Batam, and Dalle Energi Batam.
	e	List of assets	The list of assets in 2021 that produced Scope 2 GHG emissions consist of Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, and Dalle Energi Batam.
	f	List of assets	The list of assets in 2022 that produced Scope 2 GHG emissions consist of Energi Listrik Batam, Energi Prima Elektrika, Multidaya Prima Elektrindo, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, Pembangkitan Pusaka Parahiangan, and Medco Power Indonesia Head Office.
	g	Justification for the significant increase in Scope 2 GHG emissions in 2021	The total Scope 2 GHG emissions in 2021 includes imported electricity in Energi Listrik Batam, Mitra Energi Batam, and Dalle Energi Batam which were directly imported from PLN Grid. The imported electricity were mainly used for asset's operations when there was an engine shutdown/breakdown.
	h	Justification for the significant increase in Scope 2 GHG emissions in 2022	The total Scope 2 GHG emissions in 2022 includes imported electricity in Energi Listrik Batam, Mitra Energi Batam, Dalle Energi Batam, Medco Ratch Power Riau, Bio Jatropha Indonesia, and Pembangkitan Pusaka Parahiangan which were directly imported from PLN Grid. The imported electricity were mainly used for asset's operations when there was an engine shutdown/breakdown.

08 Creating Opportunities for Communities

GRI 203: Indirect Economic Impacts

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
GRI 203-1	Indirect Economic Impacts	Infrastructure Investments and services provided	a. Extent of development of significant infrastructure investments and services supported	Information provided on the Investments in Infrastructure table in 2022 MedcoEnergi Sustainability Report on page 107-108.		
			b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant	Investments in infrastructure in MedcoEnergi covers among others: - Road and bridge rehabilitation or development which brings better and extended access for local communities. - Public facilities construction or renovation for mosques, schools, wells for clean water, drainage systems, housing for vulnerable groups, evacuation routes, solar street lamps, village libraries and public areas, sports facilities, and organic plant farming infrastructure. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.	Investments in infrastructure in MedcoEnergi covers among others: - Road and bridge rehabilitation or development which brings better and extended access for local communities. - Public facilities construction or renovation for mosques, schools, parks, solar street lamps, water wells, housing for vulnerable groups, sports facilities and vehicle support. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.	Investments in infrastructure in MedcoEnergi covers among others: - Road and bridge rehabilitation or development which brings better and extended access for local communities. - Public facilities construction or renovation for mosques, schools, parks, solar street lamps, water wells/clean water facility, housing for vulnerable groups, farming facilities, sports facilities and vehicle support. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.
			c. Whether these investments and services are commercial, in-kind, or pro bono engagement	All investments in infrastructure are in-kind.		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
GRI 203-2	Indirect Economic Impacts	Significant Indirect Economic Impacts	a. Examples of significant identified indirect economic impacts of the organisation, including positive and negative impacts	Information on the Social Return on Investment (SROI) results of Honey Bee Cultivation program in Lematang is provided in 2020 MedcoEnergi Sustainability Report on page 48-49.	Information on the Social Return on Investment (SROI) Report result in South Natuna Sea Block B on Digital-based Smart School Program to support the distance learning activities in 4 schools in Anambas Islands Regency in 2021 is provided in 2021 MedcoEnergi Sustainability Report page 97.	Information on the Social Return on Investment (SROI) Report result in South Natuna Sea Block B on Digital-based Smart School Program to support the distance learning activities in 5 schools in Anambas Islands Regency in 2022 and Thailand's Preparatory and Knowledge Increase Project are provided in 2022 MedcoEnergi Sustainability Report on page 116-117.
			b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas	Information on the associated UN Sustainable Development Goals is provided along with the SROI results in 2020 MedcoEnergi Sustainability Report page 49.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2021 MedcoEnergi Sustainability Report Chapter 8 - Creating Opportunity for Communities page 97.	Information on the associated UN Sustainable Development Goals is provided along with the SROI result in 2022 MedcoEnergi Sustainability Report Chapter 8 - Creating Opportunity for Communities page 117 and 120.

Investments in Infrastructure[1] (GRI 203-1)

No.	Operations	2020	USD	2021	USD	2022	USD
1	Oman	-	-	-	-	-	-
2	Block A	• Mosque renovation • Bridge rehabilitation • Road rehabilitation • School facilities renovation • Health facilities renovation & support • Public & social facility rehabilitation • Clean water facility	32,048	• Mosque renovation & facilities support • School facility renovation & support • Road & bridge rehabilitation • Sport facility rehabilitation • Public facility renovation & support • Village street lighting assistance • Recitation hall • Housing construction for vulnerable group • Community activity facility support • Drilling water-well for farming program	388,331	• Mosque renovation • School facilities renovation • Street lighting support • Social & public facilities rehabilitation support • Farming facilities support • Road rehabilitation • Cleaned water facilities • *Ruang Bermain Ramah Anak* (RPTRA) construction support • Housing construction for vulnerable group	429,856
3	South Sumatra Block	• School facilities renovation • Mosque renovation • Village road rehabilitation • Bridge rehabilitation • Public facility support • Village culvert rehabilitation • Public toilet construction • Village library construction • Clean water drilling well • Three-wheeled motorbikes library	95,561	• Road rehabilitation • Mosque renovation • School facilities • Sport facility rehabilitation & support • Water well drilling • Garbage warehouse • Village production house & parking area rehabilitation • Job Training Hall (*Balai Latihan Kerja*) Musi Banyuasin Renovation • Public & social facility renovation • Environment vehicles support	104,019	• Road & bridge rehabilitation • School facilities • Mosque renovation • Sport facilities support • Clean water facilities • Vocational center facilities support • Public & social facility renovation	132,128

[1] These investments are for 100% participating interest.

No.	Operations	2020	USD	2021	USD	2022	USD
4	Rimau	• Village road rehabilitation • School facilities renovation • Clean water facility • Public facility rehabilitation • House construction for vulnerable group • Village park • Bidar boat	46,486	• Road & bridge rehabilitation • Tunnel rehabilitation • Mosque renovation • School facilities • Sport facility rehabilitation • Clean water well • Public & social facility renovation	17,142	• Road & bridge rehabilitation • School facilities • Mosque renovation • Sport facilities support • Clean water facilities • Vocational center facilities Support • Public & social facility renovation	34,066
5	South Natuna Sea Block B	• Social & public facilities support (playground, tourism) • Public Road Solar Lighting (*Penerangan Jalan Umum Tenaga Surya*/PJUTS) • Electricity for community in Riau Islands • Marine environment conservation • Boat support for COVID-19 response • Hospital beds support	178,576	• Dompak public park • Geopark Natuna • Electricity program (PJUTS) • Distance learning Infrastructure	113,219	• Solar powered street lighting • Electricity program for vulnerable families • Construction of *Ruang Publik Terpadu Ramah Anak* (RPTRA) • Village hall renovation • Construction of Community Learning Center (*Rumah Pintar*)	68,640
6	Lematang	• Public facilities rehabilitation • Clean water facility • Mosque renovation • Sport facility rehabilitation • Village road & bridge rehabilitation • School facility rehabilitation	15,426	• Road and bridge rehabilitation • Mosque renovation & support • School facilities • Water well drilling • Public & social facility renovation & support	46,532	• Road & bridge rehabilitation • Mosque renovation • School facilities • Social & public facilities support	24,738
7	Tarakan	• Support to social and public facilities	3,231	• Road rehabilitation • Mosque renovation • Children park construction • Learning center facility improvement • *Desa Proklim (Program Kampung Iklim)* facility support	5,540	• Mosque/church renovation • Road rehabilitation • *Pos Keamanan Lingkungan* (Poskamling) renovation • School facilities renovation	1,727
8	Bangkanai	• School building construction • Village road rehabilitation • Clean water facilities construction	195,000	• Road & bridge rehabilitation • School construction	203,368	• Tourism area construction & kids playground • Bridge construction • Social facility construction • Mosque renovation • Drinking water facility construction	81,482
9	Madura Offshore	• Village road rehabilitation • School facilities construction • Rescuer vehicles (*Mobil Siaga Desa*) • Three-wheeled motorbikes for youth empowerment activities	59,078	• Road rehabilitation • School facilities renovation & support • Sport facilities support • Public facilities renovation • Mosque facilities rehabilitation • Rescuer vehicles (*Mobil Siaga Desa*)	65,074	• Construction of public toilet and mosque • Sea parry construction • Road & school yard Rehabilitation • Drainage canals construction	39,453
10	Sampang	• Village road rehabilitation • Public toilets construction • Clean water drilling • Mosque renovation • Public facilities rehabilitation • City park construction	71,501	• Road & bridge rehabilitation • Street lighting installation • Security post construction • Public toilet construction • City park construction • Well drilling for irrigation	66,467	• Mosque facility rehabilitation • Public toilet construction • Water canal construction • Road rehabilitation • Water well drilling • Sports facility, street lighting, folding ladder • Emporium Plaza construction in Trunojoyo Monument Park	59,529
11	Bualuang, Thailand	-	-	• Public facilities for selling food product • Blue Crab Bank building	4,389	• School roof replacement • Children centre renovation support • School facilities support • Pavillions for local food business	16,758

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

GRI 413: Local Communities

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	2020	2021	2022
GRI 413-1	Local Communities	Operations with local community engagement, impact assessments, and development programs[1]	a. Percentage of operations with implemented local community engagement, impact assessments and/ or development programs, including the use of: i. Social impact assessments, including gender impact assessments, based on participatory processes; ii. Environmental impact assessments and ongoing monitoring; iii. Public disclosure of results of environmental and social impact assessments; iv. Local community development programs based on local communities' needs; v. Stakeholder engagement plans based on stakeholder mapping; vi. Broad-based local community consultation committees and processes that include vulnerable groups; vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. Formal local community grievance processes.	Oil & Gas: 100% Power: 83.33%	Oil & Gas: 100% Power: 91.67%	Oil & Gas: 100% Power: 100%

[1] The operations included in the calculations are all MedcoEnergi operations excluding Jakarta Office, Malaysia Office, Singapore Office, Medcopower Servis Indonesia, Medco Sumbawa Gas, and Medco Solar Bali Barat. Mitra Energi Batam and Dalle Energi Batam are operated under the same management which has joint local communities program, and are regarded as one entity in the calculations.

Sustainable Livelihood & Community Development[1] (GRI 413-1)

No.	Operations	2020	USD	2021	USD	2022	USD
1	Oman	–	–	–	-	Sponsorship young talent to participate Areei Distinguished Services LLC	779
2	Block A	• Organic farming • Entrepreneurship training (sewing & air conditioning technician) • Fishpond • Red chilli plants cultivation • Community learning center • Cassava cultivation • Goat breeding • Social & stakeholder mapping study	93,606	• Learning center program • Village learning center facilities support • Sewing program facilities • Students scholarship • Program facilitator • Organic farming program (training & mentoring) • Horticulture program (training & mentoring) • Cassava cultivation program • Catfish farming program	113,470	• Community learning center program • Program facilitator • Students scholarship • Horticulture and cultivation program (ginger, chilli, banana, papaya, nilam and corn) • Organic farming support program (training, facilitator, facilities and monitoring) • Honey bee cultivation program • Pond fish program	132,621
3	South Sumatra Block	• Organic farming • Goat husbandry • Business diagnose & market assessment • Youth economic development in overcoming economic turmoil due to COVID-19 • Fishery • Plant seed assistance for rehabilitation	48,997	• Duck farming program • Organic vegetable & herb medicine program • SME program • Fish farming program (*lebak lebung*) • Social impact study	19,305	• Local processed fish business support • Workshop & study on pipelines impacts • Fishery program (pond fish & *lebak lebung*) • Local catering business support • Food resilience support program • Program facilitator	33,499
4	Rimau	• Plant nursery program support for elderly groups at hospital • Goat husbandry • Fishery • Household-based creative economy activities • Watermelon cultivation • Waste management • Business diagnose & market assessment • Organic farming • Community development study • Students transportation • Health institution capacity building	28,271	• Gambo-based jumputan development program • Catfish program • Moringa cultivation program • Mechanical training • Job training progam (Kab. Musi Banyuasin joint program) • Lebak Lebung - based community program	24,577	• Small business enterprise development program • Program facilitator • Herb medicine program • Fishery program (fish feed and *lebak lebung*)	25,077
5	South Natuna Sea Block B	• University students scholarship • Adiwiyata program (environment-based school) • Village management capacity building • Distance learning program support • Grouper cultivation • Market development and product diversification of Micro Small Medium Enterprises (MSME) primary product • Anambas tourism village program and tourism object equipment and producing machine for fishermen • Waste management	129,003	• Grouper farming program • Environment based school (*sekolah adiwiyata*) • Scholarship program • Teacher training • Students scientific paper • Village management capacity building • Coral reef transplant	63,083	• University students scholarship • Teacher training - distance learning • Distance learning tools support • Stunting prevention program • Environmental sanitation program • Grouper cultivation program • Support for SMEs market development • Food resilience support program • Pangeran island development • Coral reef transplants program • Household waste management program • Mangrove nurseries program • Village disaster mitigation program • Development of ecotourism based on raflesia patma flower • Social mapping study & community strategic plan formulation	297,715

[1] These investments are for 100% participating interest.

No.	Operations	2020	USD	2021	USD	2022	USD
6	Lematang	• Teacher training of distance learning • School learning & library support • Business diagnose & market assessment study • Honey bee park development for community • Cooking training for women group • Organic farming • Social mapping & SROI study	31,518	• Social mapping & SROI study • Stunting prevention program • Forest area conservation and fire prevention training • Environmental program support	23,512	• Program facilitator • Small business support • Tourism village development support • Tree seeds planting - green program • Forest fire prevention socialization	13,197
7	Tarakan	• Organic farming mentoring program • Mobile library • Honey bee and durian montong cultivation • Culture program support	34,612	• Mobile library activities • E-commerce program (SME program) • Organic agribusiness program	26,613	SMEs product promotion	525
8	Bangkanai	• Capacity building for health and clean water program • Cadres teacher capacity building • Freshwater fish cage breeding and development • Cattle development • Freshwater fish pond • Nursery and development • Social mapping study	95,879	• Chicken and ginger farming • Swiftlet farming • Fishpond nursery • Honey bee farming	67,349	• Capacity building for village heads & officers • Heavy equipment training • Health cadre capacity building • Local economic development • Revegetation/green program	32,844
9	Madura Offshore	• Capacity building • Monitoring and mentoring CSR program implementation • Community library support (Taman Baca) • Integrated healthcare center (*Pos Pelayanan Terpadu*/Posyandu) • Education facilities support and cadres capacity building • Fisherman group equipment support • Carpentry group equipment support • Agriculture group equipment support • Woman empowerment program	64,133	• Capacity building • MSME program • Fishermen equipment support • Screen printing training for youth group • Fish cracker production support • Carpenter equipment support • Salt-farmer program support • Organic fertilizer training • Melon farmer training • Farming equipment support • Youth program support • Woman group activity support • Environment program	66,579	• Capacity building • Fisherman group capacity development program • Farming/agricultural business development program • MSME business development support • Youth development support (automotive repair and *pencak silat*) • Economic development program for fisherman group • Sakura & matoa planting program • Green program • Program facilitator	96,033
10	Sampang	• Monitoring and mentoring CSR program implementation • Fishermen group equipment support • Youth program • Women empowerment program • Community activities • Equipment support	75,742	• Equipment assistance for fishermen • Carpentry equipment assistance • SME of tailor institution establishment • Catering unit business establishment • Acacia seed planting	83,912	• Capacity building and fishing equipment for fishermen group • Equipment for sewing, pastry and catering activities business • Carpentry equipment and community activities equipment • Sonokembang and tabebuya planting program • Green program • Program facilitator	106,340

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

Other Programs Sustainable Livelihoods & Community Development[1] (GRI 413-1)

No.	Operations	2020	USD	2021	USD	2022	USD
1	Oman	Miscellaneous programs	6,495	Miscellaneous programs	2,598	• Donation of Shaheen Cyclone affected staff • Support Shaleem festival and the Hallaniyat event	8,314
2	Block A	• COVID-19 handling support • Health support (counselling, medicines & wheel chairs) • Flood handling support	54,657	• Health program (counselling, service & food assistance) • COVID-19 handling support	179,616	• Health program (socialization, health food support) • Logistic support for flood area • School facilities support	67,126
3	South Sumatra Block	• School facilities and equipment support • School activities support • Health counselling • Sport program • Basic food need for vulnerable groups • Village event support • Food and fire disasters program support • Support for district-level • Development Planning Forum (Musrenbang)	21,077	• Medical supplies assistance • COVID-19 handling support • Healthy life socialization • Forest fire management support • National disaster relief • Community activities support • Trash can support	10,270	• School supplies support • Community social activities • Vulnerable support	4,750

[1] These investments are for 100% participating interest.

No.	Operations	2020	USD	2021	USD	2022	USD
4	Rimau	• Education support (*Sahabat Mengajar*) • Health support (counselling and sport) • COVID-19 handling support • Forest fire prevention support • Religious program support • National disaster support	25,236	• COVID-19 handling support • Transportation support for students • Youth activity support • Vulnerable support • Parenting socialization • Recital program support • Literacy program and book donation • Sport equipment support • Trash container support • National disaster relief	16,573	• Health program (socialization, equipment, service, and COVID-19 vaccination) • Transportation support for students • Community social activities support • School equipment support • Sport equipment support • Food support for vulnerable people • Green program participation • Waste management activities support • National disaster relief	23,304
5	South Natuna Sea Block B	• Social assistance for disaster management • COVID-19 handling support	50,388	• National disaster relief • Book donation	16,278	• Earthquake & flood relief program • Support for vulnerable group	12,905
6	Lematang	• Medical equipment support • Sport equipment support • Health support through joint sport activities • COVID-19 handling program support	5,992	• COVID-19 handling support • National disaster relief • Webinar on parenting	6,624	• Health socialization, examination & equipment • Sport tournament • Fire fighting equipment support	14,075
7	Tarakan	• Government green program support • Online drawing • COVID-19 handling support • Market fire victims handling support • Trash container support • Health support (counselling & COVID-19 handling support)	7,570	COVID-19 handling support	3,774	• Tidung culture support • Safety riding socializaton • Tarakan literacy & kaligrafi festival • Health and stunting prevention program (examination, food support, and COVID-19 vaccination) • Garbage bin and waste bank support	3,163
8	Bangkanai	• Natural disaster assistance	7,904	• Forest fire prevention socialization • Support to fire incident • Support on communities in flooding area	9,079	Forest fire prevention program support	1,000
9	Madura Offshore	• Community activities equipment support	9,518	• COVID-19 handling support • Humanity relief • Religious activity facilities support	20,702	• Community social activites support • Earthquake relief program	7,734
10	Sampang	• Medical equipment support for Integrated healthcare centre (*Pos Pelayanan Terpadu/ Posyandu*) • Health counselling	11,546	• Support equipment for community activities • COVID-19 handling support • Food assistance for community • Humanity relief	23,732	• Community social activities support • Earthquake relief program	21,725
11	Bualuang, Thailand	• Support on education, environment, community, and others	116,673	• Support on hygiene & sanitation, environment, community, and others • COVID-19 handling support	94,093	• National event support • Professional membership • Anti knock helmet • Food support for vulnerable people • Sport event support	23,650

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

GRI 410: Security Practices

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Type of Entity	2020	2021	2022
GRI 410-1	Security Practices	Security personnel trained in human rights policies or procedures	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security	Oil & Gas	79.67%	98.43%	99.34%
				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 is also applied to third-party security personnel.		
				Power			

09 Empowering Our People

GRI 102: General Disclosures

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items			Entities	2020	2021
GRI 102-8	General Disclosure	Information on employees and other workers[1]	a. Total number of employees by employment contract (permanent and temporary), by gender					
		Gender	Oil & Gas	Permanent	Female		427	419
					Male		1,752	1,706
				Temporary	Female		3	2
					Male		45	43
			Power	Permanent	Female		70	82
					Male		560	586
				Temporary	Female		11	12
					Male		143	71
			b. Total number of employees by employment contract (permanent and temporary), by region					
		Region	Oil & Gas			**International**		
						Oman	185	186
						Thailand (Bangkok Office)	45	44
						Thailand (Bualuang)	38	39
						Singapore Office	Not Applicable	12
						Domestic		
						Block A	153	155
						South Sumatra Block	181	158
						Rimau	97	105
						South Natuna Sea Block B	338	322
						Lematang	27	25
						Tarakan	29	27
						Jakarta Office	1,077	1,040
						Bangkanai	42	40
						Sampang[2]	15	17
			Power			Medco Power Indonesia Head Office	99	109
						Pembangkitan Pusaka Parahiangan (Cianjur)	22	23
						Bio Jatropha Indonesia (Cianjur)	19	19
						Medco Cahaya Geothermal (Jakarta)	11	14
						Mitra Energi Batam & Dalle Energi Batam (Batam)[3]	130	74
						Energi Listrik Batam (Batam)	46	48
						Multidaya Prima Elektrindo (Palembang)	21	22

[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] Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
[3] Mitra Energi Batam & Dalle Energi Batam (Batam) are reported under the same management and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items			Entities	2020	2021
						Energi Prima Elektrika (Palembang)	24	23
						Tanjung Jati B (Jepara)	250	239
						Medco Geothermal Sarulla (Tapanuli Selatan)	101	105
						Medcopower Servis Indonesia (Pekanbaru)	36	44
						Medcopower Solar Sumbawa (Sumbawa)	4	8
						Medco Ratch Power Riau (Jakarta Head Office)	21	23
			c. Total number of employees by employment type (full-time and part-time), by gender					
			Oil & Gas	Full-time	Female		430	421
					Male		1,797	1,749
				Part-time	Female		-	-
					Male		-	-
			Power	Full-time	Female		81	94
					Male		703	657
				Part-time	Female		-	-
					Male		-	-
			d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees					
			Oil & Gas				Project based activities, include Drilling and Engineering, Procurement and Construction (EPC).	
			Power				Project based activities, include Engineering, Procurement and Construction (EPC).	
			e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries)					
			Oil & Gas				Not applicable	
			Power					
			f. An explanation of how the data have been compiled, including any assumptions made					
			Oil & Gas				The data have been compiled from database and manual compilation.	
			Power					

GRI 2-7: Employees

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Entities	2022 Total
GRI 2-7	General Disclosure	Employment[1,2]	a. Total number of employees, and a breakdown by gender and region			
			Oil & Gas	**International**		
				Female		49
				Male		234
				Domestic		
				Female		459
				Male		1,860
			Power	Female		103
				Male		704
		Region	Oil & Gas		**International**	
					Oman	189
					Thailand (Bangkok Office)	51
					Thailand (Bualuang)	32
					Singapore Office	11
					Domestic	
					Block A	158
					South Sumatra Block	152
					Rimau	96
					South Natuna Sea Block B	301
					Lematang	22
					Tarakan	25
					Jakarta Office	1,272
					Bangkanai	41
					Sampang[3]	15
					Corridor	237
			Power		Medco Power Indonesia Head Office	126
					Pembangkitan Pusaka Parahiangan (Cianjur)	23
					Bio Jatropha Indonesia (Cianjur)	19
					Medco Cahaya Geothermal (Jakarta)	18
					Mitra Energi Batam & Dalle Energi Batam (Batam)[4]	69
					Energi Listrik Batam (Batam)	49
					Multidaya Prima Elektrindo (Palembang)	24
					Energi Prima Elektrika (Palembang)	23
					Tanjung Jati B (Jepara)	252
					Medco Geothermal Sarulla (Tapanuli Selatan)	107
					Medcopower Servis Indonesia (Pekanbaru)	43
					Medcopower Solar Sumbawa (Sumbawa)	10
					Medco Ratch Power Riau (Kantor Pusat Jakarta)	24
					Medco Sumbawa Gas (Sumbawa)	9
					Medco Solar Bali Barat (Bali Barat)	11

1 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.
2 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.
3 Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
4 Mitra Energi Batam & Dalle Energi Batam (Batam) are reported under the same management and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items		Entities	2022	
						Permanent	Temporary
			b. Total number of employees by employment contract, by gender and region				
			Gender	Oil & Gas	**International**		
					Female	49	-
					Male	202	32
					Domestic		
					Female	457	2
					Male	1,853	7
				Power	Female	85	18
					Male	609	95
			Region	Oil & Gas	**International**		
					Oman	158	31
					Thailand (Bangkok Office)	51	-
					Thailand (Bualuang)	32	-
					Singapore Office	10	1
					Domestic		
					Block A	158	-
					South Sumatra Block	152	-
					Rimau	96	-
					South Natuna Sea Block B	301	-
					Lematang	22	-
					Tarakan	25	-
					Jakarta Office	1,265	7
					Bangkanai	41	-
					Sampang[1]	13	2
					Corridor	237	-
				Power	Medco Power Indonesia Head Office	95	31
					Pembangkitan Pusaka Parahiangan (Cianjur)	22	1
					Bio Jatropha Indonesia (Cianjur)	17	2
					Medco Cahaya Geothermal (Jakarta)	12	6
					Mitra Energi Batam & Dalle Energi Batam (Batam)[2]	67	2
					Energi Listrik Batam (Batam)	49	-
					Multidaya Prima Elektrindo (Palembang)	22	2
					Energi Prima Elektrika (Palembang)	22	1
					Tanjung Jati B (Jepara)	231	21
					Medco Geothermal Sarulla (Tapanuli Selatan)	100	7
					Medcopower Servis Indonesia (Pekanbaru)	24	19
					Medcopower Solar Sumbawa (Sumbawa)	6	4
					Medco Ratch Power Riau (Jakarta Head Office)	17	7
					Medco Sumbawa Gas (Sumbawa)	5	4
					Medco Solar Bali Barat (Bali Barat)	5	6

[1] Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
[2] Mitra Energi Batam & Dalle Energi Batam (Batam) are reported under the same management and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entitles	2022
			c. Describle the methodologies and assumptions used to 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		
				Oil & Gas	The majority of workers are full time, permanent employees.
				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

GRI Standard Number	GRI Standard Title	Disclosure Title		Individual Disclosure Items	Entities	2020		2021		2022	
						Total	%	Total	%	Total	%
GRI 401-1	Employment	New employee hires and employee turnover[1]		a. Total number and rate of new employee hires during the reporting period:							
		Age Group	Oil & Gas	Under 30 years old		13	0.58%	10	0.46%	16	0.61%
				30-50 years old		14	0.63%	19	0.88%	14	0.54%
				Over 50 years old		4	0.18%	1	0.05%	-	-
			Power	Under 30 years old		58	7.40%	30	3.99%	49	6.07%
				30-50 years old		27	3.44%	21	2.80%	44	5.45%
				Over 50 years old		5	0.64%	2	0.27%	9	1.12%
		Gender	Oil & Gas	Female		15	0.67%	10	0.46%	7	0.27%
				Male		16	0.72%	20	0.92%	23	0.88%
			Power	Female		9	1.15%	12	1.60%	19	2.35%
				Male		81	10.33%	41	5.46%	83	10.29%
		Region	Oil & Gas		**International**						
					Oman	3	0.13%	6	0.28%	2	0.08%
					Thailand (Bangkok Office)	2	0.09%	4	0.18%	3	0.12%
					Thailand (Bualuang)	-	-	1	0.05%	-	-
					Singapore Office		Not applicable			2	0.08%
					Domestic						
					Block A	2	0.09%	10	0.46%	-	-
					South Sumatra Block	-	-	-	-	-	-
					Rimau	-	-	-	-	-	-
					South Natuna Sea Block B	-	-	-	-	-	-
					Lematang	-	-	-	-	-	-
					Tarakan	-	-	-	-	-	-
					Jakarta Office	24	1.08%	9	0.41%	23	0.88%
					Bangkanai	-	-	-	-	-	-
					Sampang[2]	-	-	-	-	-	-
					Corridor		-			-	-

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

GRI Standard Number	GRI Standard Title	Disclosure Title		Individual Disclosure Items	Entities	2020		2021		2022	
						Total	%	Total	%	Total	%
			Power		Medco Power Indonesia Head Office	24	3.06%	16	2.13%	34	4.21%
					Pembangkitan Pusaka Parahiangan (Cianjur)	-	-	2	0.27%	1	0.12%
					Bio Jatropha Indonesia (Cianjur)	1	0.13%	-	-	2	0.25%
					Medco Cahaya Geothermal (Jakarta)	1	0.13%	5	0.67%	5	0.62%
					Mitra Energi Batam & Dalle Energi Batam (Batam)[1]	28	3.57%	1	0.13%	-	-
					Energi Listrik Batam (Batam)	4	0.51%	2	0.27%	3	0.37%
					Multidaya Prima Elektrindo (Palembang)	-	-	1	0.13%	3	0.37%
					Energi Prima Elektrika (Palembang)	-	-	-	-	1	0.12%
					Tanjung Jati B (Jepara)	9	1.15%	6	0.80%	25	3.10%
					Medco Geothermal Sarulla (Tapanuli Selatan)	2	0.26%	7	0.93%	7	0.87%
					Medcopower Servis Indonesia (Pekanbaru)	17	2.17%	7	0.93%	3	0.37%
					Medcopower Solar Sumbawa (Sumbawa)	2	0.26%	3	0.40%	6	0.74%
					Medco Ratch Power Riau (Jakarta Head Office)	2	0.26%	3	0.40%	4	0.50%
					Medco Sumbawa Gas (Sumbawa)		Not applicable			4	0.50%
					Medco Solar Bali Barat (Bali Barat)		Not applicable			4	0.50%
GRI 401-1	Employment	New employee hires and employee turnover[2]		b. Total number and rate of employee turnover during the reporting period:							
		Age Group	Oil & Gas	Under 30 years old		5	0.22%	4	0.18%	5	0.19%
				30-50 years old		41	1.84%	41	1.89%	37	1.42%
				Over 50 years old		44	1.98%	50	2.30%	54	2.08%
			Power	Under 30 years old		50	6.38%	55	7.32%	11	1.36%
				30-50 years old		44	5.61%	28	3.73%	25	3.10%
				Over 50 years old		9	1.15%	5	0.67%	14	1.73%
		Gender	Oil & Gas	Female		28	1.26%	19	0.88%	22	0.85%
				Male		62	2.78%	76	3.50%	74	2.84%
			Power	Female		10	1.28%	2	0.27%	8	0.99%
				Male		93	11.86%	86	11.45%	42	5.20%

[1] Mitra Energi Batam & Dalle Energi Batam are reported under the same management and regarded as one entity in the calculation.
[2] There was a parameter change in the calculation of new employee hires and employee turnover in 2020 and 2021, which was the exclusion of employee movements across assets of each entity.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2020		2021		2022	
					Total	%	Total	%	Total	%
		Region	Oil & Gas	**International**						
				Oman	7	0.31%	5	0.23%	-	-
				Thailand (Bangkok Office)	17	0.76%	4	0.18%	4	0.15%
				Thailand (Bualuang)	-	-	-	-	1	0.04%
				Singapore Office	Not applicable				2	0.08%
				Domestic						
				Block A	4	0.18%	8	0.37%	2	0.08%
				South Sumatra Block	5	0.22%	10	0.46%	4	0.15%
				Rimau	4	0.18%	3	0.14%	3	0.12%
				South Natuna Sea Block B	8	0.36%	9	0.41%	11	0.42%
				Lematang	1	0.04%	-	-	-	-
				Tarakan	-	-	1	0.05%	4	0.15%
				Jakarta Office	41	1.84%	51	2.35%	54	2.08%
				Bangkanai	2	0.09%	4	0.18%	-	-
				Sampang[1]	1	0.04%	-	-	-	-
				Corridor	-				11	0.42%
			Power	Medco Power Indonesia Head Office	12	1.53%	7	0.93%	15	1.86%
				Pembangkitan Pusaka Parahiangan (Cianjur)	1	0.13%	1	0.13%	1	0.12%
				Bio Jatropha Indonesia (Cianjur)	1	0.13%	-	-	2	0.25%
				Medco Cahaya Geothermal (Jakarta)	2	0.26%	2	0.27%	-	-
				Mitra Energi Batam & Dalle Energi Batam (Batam)[2]	48	6.12%	56	7.46%	4	0.50%
				Energi Listrik Batam (Batam)	2	0.26%	-	-	2	0.25%
				Multidaya Prima Elektrindo (Palembang)	1	0.13%	-	-	1	0.12%
				Energi Prima Elektrika (Palembang)	-	-	1	0.13%	-	-
				Tanjung Jati B (Jepara)	27	3.44%	17	2.26%	12	1.49%
				Medco Geothermal Sarulla (Tapanuli Selatan)	6	0.77%	3	0.40%	5	0.62%
				Medco Ratch Power Riau (Jakarta Head Office)	3	0.38%	1	0.13%	3	0.37%
				Medcopower Servis Indonesia (Pekanbaru)	-	-	-	-	4	0.50%
				Medcopower Solar Sumbawa (Sumbawa)	-	-	-	-	1	0.12%
				Medco Sumbawa Gas (Sumbawa)	Not applicable				-	-
				Medco Solar Bali Barat (Bali Barat)	Not applicable				-	-

[1] Madura Offshore is reported under the same management with Sampang and regarded as one entity in the calculation.
[2] Mitra Energi Batam & Dalle Energi Batam are reported under the same management and regarded as one entity in the calculation.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items	Entities	2020	2021	2022
GRI 401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance; ii. Health care; iii. Disability and invalidity coverage; iv. Parental leave; v. Retirement provision; vi. Stock ownership; vii. Others	Oil & Gas	1. Education/ Scholarship Assistance (Oil & Gas Domestic, Thailand, Oman) 2. Emergency loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension program - "*Penghargaan Atas Pengabdian*" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Service Award (Oil & Gas Domestic) 5. Housing Loan Assistance (Oman)	1. Education/ Scholarship Assistance (Oman) 2. Emergency loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension program - "*Penghargaan Atas Pengabdian*" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension program - Dana Pensiun Lembaga Keuangan/ DPLK (oil & gas domestic) 5. Service Award (Oil & Gas Domestic) 6. Housing Loan Assistance (Oman) 7. Provident Fund (Thailand)	1. Education/ Scholarship Assistance (Oman) 2. Emergency Loan/Loan Salary Advance (Oil & Gas Domestic) 3. Pension program - "*Penghargaan Atas Pengabdian*" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension program - *Dana Pensiun Lembaga Keuangan*/ DPLK (Oil & Gas Domestic) 5. Service Award (Oil & Gas Domestic) 6. Housing Loan Assistance (Oman) 7. Provident Fund (Thailand) 8. General Loan (Oil & Gas-MEPI) 9. Home Ownership Assistance Program/ HOAP (Oil & Gas Domestic - Block A)
				Power	1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) 3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam[1])	1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) 3. Pension Program (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam[1], Medco Geothermal Sarulla)	1. Rest and Relax Allowance (Medco Power Indonesia, Medco Geothermal Sarulla) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam) 3. Pension Program - Dana Pensiun Lembaga Keuangan/ DPLK (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam & Dalle Energi Batam, Medco Geothermal Sarulla)
			b. The definition used for 'significant locations of operation'	Oil & Gas	As stated in the list of benefits above		
				Power			

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

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

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

GRI 405: Diversity and Equal Opportunity

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Items			2020	2021	2022
GRI 405-1	Diversity and Equal Opportunity	Diversity of governance bodies and employees	a. Percentage of individuals within the organisation's governance bodies in each of the following diversity categories:					
			i. Gender	Female		21.43%	14.29%	15.38%
				Male		78.57%	85.71%	84.62%
			ii. Age group	Under 30 years old		-	-	-
				30-50 years old		7.14%	14.29%	15.38%
				Over 50 years old		92.86%	85.71%	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	19.31%	19.40%	19.52%
					Male	80.69%	80.60%	80.48%
				Power	Female	10.33%	12.52%	12.76%
					Male	89.67%	87.48%	87.24%
			ii. Age group	Oil & Gas	Under 30 years old	5.52%	4.84%	3.69%
					30-50 years old	78.13%	76.45%	73.44%
					Over 50 years old	16.34%	18.71%	22.87%
				Power	Under 30 years old	27.30%	23.17%	21.56%
					30-50 years old	64.54%	66.58%	68.15%
					Over 50 years old	8.16%	10.25%	10.29%
			iii. Other indicators of diversity where relevant (such as minority or vulnerable groups)			Not available		

10 Advancing Our Health and Safety Culture

GRI 403: Occupational Health and Safety 2018

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
GRI 403-9	Occupational Health and Safety	Work-related injuries for all employees and workers	Employees	The number of fatalities as a result of work-related injury	Oil & Gas	-	-	-
					Power	-	-	-
				The rate of fatalities as a result of work-related injury. (Per 1,000,000 man-hours)	Oil & Gas	-	-	-
					Power	-	-	-
				The number of high-consequence work-related injuries (excluding fatalities) "Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months"	Oil & Gas	-	-	-
					Power	-	-	-
				The rate of high-consequence work-related injuries (excluding fatalities, per 1,000,000 man-hours)	Oil & Gas	-	-	-
					Power	-	-	-
				The number of recordable work-related injuries "Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness"	Oil & Gas	-	-	-
					Power	-	-	-
				The rate of recordable work-related injuries (per 1,000,000 man-hours)	Oil & Gas	-	-	-
					Power	-	-	-
				The number of hours worked	Oil & Gas	6,008,480	3,645,659	4,825,955
					Power	2,084,544	1,182,741	1,118,246

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
				The main types of work-related injury	Oil & Gas		Not applicable	
					Power		Not applicable	
			Contractors	The number of fatalities as a result of work related injury	Oil & Gas	-	-	-
					Power	1	-	
				The rate of fatalities as a result of work related injury (per 1,000,000 man-hours)	Oil & Gas	-	-	-
					Power	0.14	-	-
				The number of high-consequence work-related injuries (excluding fatalities) "Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months"	Oil & Gas	-	-	-
					Power	-	-	-
				The rate of high-consequence work-related injuries (excluding fatalities, per 1,000,000 man-hours)	Oil & Gas	-	-	-
					Power	-	-	-
				The number of recordable work-related injuries "Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness"	Oil & Gas	7	6	6
					Power	3	-	-
				The rate of recordable work-related injuries (per 1,000,000 man-hours) "Work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness"	Oil & Gas	0.46	0.51	0.28
					Power	0.43	-	-

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
				The number of hours worked	Oil & Gas	15,333,448	11,742,413	21,331,926
					Power	6,922,107	3,917,773	2,415,280
				The main types of work-related injury. Types of work-related injury can include death, amputation of a limb, laceration, fracture, hernia, burns, loss of consciousness, and paralysis, among others.	Oil & Gas	Fracture and stung by insects	Fracture and loss of consciousness	
					Power	Death, laceration and fracture	Not applicable	
		The work-related hazards that pose a risk of high-consequence injury		i. How these hazards have been determined ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	Oil & Gas	**2020:** The hazards are identified and assessed following the MedcoEnergi Hazard Identification and Risk Assessment Process. As part of the process, asset specific workshops are conducted with participants from multidisciplinary teams. The Hazard Identification and Risk Assessment Workshop is intended to enable asset team members to minimize or eliminate potential major hazard accident occurrence and reduce the risk within operations. This is done by demonstrating risk reduction measures and to give confidence that asset has the ability and means to control potential major accident risk properly, to achieve safe, profitable and sustainable operations. The process is in alignment with OHSAS 18001:2007 or ISO 45001:2018 regarding Occupational Health and Safety Management System requirements related to hazards identification and risk mitigation. However, there is no high-consequence injury recorded in Oil & Gas operations throughout 2020. Several hazards that pose a risk of high-consequence injury which have been identified are: - Hydrocarbon in formation: Loss of primary containment, well blow out, subsea well blow out - Condensate, NGL: Loss of primary containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption - Hydrocarbon gas: Loss of primary containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption - Oil and hydrocarbon gas under pressure: Personal injury, fatality, asset damage - In-air transport (flying): Fatality, helicopter ditching, asset damage - Transfer from boat to offshore platform: Personal injury, fatality, asset damage - Detonators: Fire explosion, fatality - Conventional explosive material: Fire explosion, fatality - Bottled gases under pressure: Fire explosion, fatality - Boat collision hazard to other vessels and offshore structures: Fatalities, asset damage - Escalation of fire - Methanol fire - Forest fire - Hydrocarbon gas blowby **2021**: The hazards are identified and assessed following the MedcoEnergi Hazard Identification and Risk Assessment Process. As part of the process, asset specific workshops are conducted with participants from multidisciplinary teams. The Hazard Identification and Risk Assessment Workshop is intended to enable asset team members to minimize or eliminate potential major hazard accident occurrence and reduce the risk within operations. This is done by demonstrating risk reduction measures and to give confidence that asset has the ability and means to control potential major accident risk properly, to achieve safe, profitable and sustainable operations. The process is in alignment with OHSAS 18001:2007 or ISO 45001:2018 regarding Occupational Health and Safety Management System requirements related to hazards identification and risk mitigation. However, there is no high-consequence injury recorded in Oil & Gas operations throughout 2021. Several hazards that pose a risk of high-consequence injury which have been identified are:		

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
								- Hydrocarbon in formation: Loss of primary containment, well blow out, subsea well blow out - Condensate, NGL: Loss of primary containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption - Hydrocarbon gas: Loss of primary containment causing potential fire leading to fatalities, environmental damage, asset damage and business interruption - Oil and hydrocarbon gas under pressure: Personal injury, fatality, asset damage - In-air transport (flying): Fatality, helicopter ditching, asset damage - Transfer from boat to offshore platform: Personal injury, fatality, asset damage - Detonators: Fire explosion, fatality - Conventional explosive material: Fire explosion, fatality - Bottled gases under pressure: Fire explosion, fatality - Boat collision hazard to other vessels and offshore structures: Fatalities, asset damage - Escalation of fire - Methanol fire - Forest fire - Hydrocarbon gas blowby **2022**: The hazards are identified and assessed following the MedcoEnergi Hazard Identification and Risk Assessment Process. As part of the process, asset specific workshops are conducted with participants from multidisciplinary teams. The Hazard Identification and Risk Assessment Workshop is intended to enable asset team members to minimize or eliminate potential major hazard accident occurrence and reduce the risk within operations. This is done by demonstrating risk reduction measures and to give confidence that asset has the ability and means to control potential major accident risk properly, to achieve safe, profitable and sustainable operations. The process is in alignment with ISO 45001:2018 regarding Occupational Health and Safety Management System requirements related to hazards identification and risk mitigation. However, there is no high-consequence injury recorded in Oil & Gas operations throughout 2022. Several hazards that pose a risk of high-consequence injury which have been identified are: - Hydrocarbon in formation: Loss of primary containment, well blow out, subsea well blow out - Oil , Hydrocarbon gas & Condensate : Loss of primary containment causing potential fire leading to fatalities, personal injury , environmental damage, asset damage and business interruption - In-air transport (flying): Fatality, helicopter ditching, asset damage - Transfer from boat to offshore platform: Personal injury, fatality, asset damage - Land transportation hazard : fatality, personal injury, and asset damage - Conventional explosive material & detonator : Fire explosion, fatality - Pressurized Gas Cylinder: Fire explosion, fatality - Boat collision hazard to other vessels and offshore structures: Fatalities, asset damage - Lifting failure : Fatality, personal injury and asset damage - Escalation of fire - Methanol fire - Forest fire - Hydrocarbon gas blowby

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
					Power	**2020 - 2021:** Medco Power has identified hazards related to working activities. Medco Power use Hazards Identification Risk Assessment and Determine Control (HIRADC) to summarize physical, chemical, biological and ergonomic hazard, etc. Most of physical hazard have been determined as causal factor for the recordable incident in the last 3 years. However, there is no work-related hazard pose a risk of high-consequence injury recorded in 2020-2021. Gravitational hazard as potential energy involving object and/or person falls from height. Moving part of power tools and heavy equipment motion as kinetic energy related with human-machine interface incident in Medco Power. These physical hazards also classified in Life Saving Rules (LSR) related with fall protection (LSR No. 7) and ensuring worker in a safe position (LSR No. 8). As the follow-up actions to mitigate these hazards, Medco Power conducted HSE annual meeting engaging all subsidiaries from Medco Power to evaluate the cause of the incidents occurred throughout the year. In addition, HSE annual meeting is also meant to identify any potential hazards which may cause high-consequence work injuries. Several actions were also conducted by MPI as follow up action and preventive for recurrence incident, such as eliminate the risk by using safer and proper equipment, install hazard or safety sign in the strategic area, provide procedure and working instruction for safe work method, provide proper PPE for all workers and conduct HSE Mandatory Training for workers. **2022:** Medco Power has identified work-related hazards. In the process of identifying potential hazards in the work environment, Medco Power Indonesia uses the HIRADC (Hazard Identification Risk Assessment and determine Control) method. HIRADC is set before starting work and is updated regularly, especially when there are new activities in the work process. By doing HIRADC, it may minimize the occurrence of work accidents. This is evidenced by the absence of high consequence injury occurring throughout 2022 at. Even though there were several first aid cases, where the main causes were moving machines and the use of hand tools where this potential hazard was also classified into Life Saving Rules (LSR) related to line of fire which ensures workers are in a safe position when working. Medco Power encourage all leaders to make sure that everyone in their organization is aware and understands the Life Saving Rules. Medco Power conducted regular review for hazard identification and risk assessment to identify any potential hazards related to LSR which may cause high-consequence work injuries. Several actions were also conducted by Medco Power as follow up action and preventive for reocurrence incident, such as eliminate the risk by using safe and proper equipment, install hazard or safety sign in the strategic area, provide procedure and working instruction for safe work method, provide proper personal protective equipment for all workers, and conduct HSE mandatory training for workers.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
			Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls		Oil & Gas	MedcoEnergi has integrated the Process Safety aspects into the Safety Card program, conducted assessments, identified the implementation plans and aligned the operational health support units. The goal is to improve the workers' hazard recognition, risk assessment, evaluation and control measure identification. To go further, MedcoEnergi also have developed the MedcoEnergi HSE and Process Safety Roadmap 2020-2024. The Roadmap is part of MedcoEnergi's HSE Management System (HSEMS), which systematically identifies, assesses, controls and monitors operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment.		MedcoEnergi has established Hazard recognition program through Safety card observation cover occupational and process safety, LSR program, health monitoring, weekly incident lesson learn which allows worker to conduct hazard observation, reporting and take the corrective actions. Series of assessment has been conducted in 2022 to evaluate implementation of HSE Management System (HSEMS) practices which help organization to systematically identifies, assesses, controls and monitors operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment.
					Power	Medco Power has integrated the Health, Safety and Environmental aspects into the HSE Card program which allows worker to conduct hazards observation, report the hazards/risk and take the action. HSE card is available in manual and application in IOS and Android and all reports will be collected in webbased dashboard for further analysis and assessment by HSE team. Minor corrective actions can be taken immediately after the report is received while more complex corrective actions will be reported to relevant parties for appropriate analysis and recommendations. Referring to HIRADC in hazard management, Medco Power review the existing hazard control and if the hazards/risk value are still high then Medco Power will add additional method of control as follows: 1. Elimination; 2. Substitution; 3. Isolation; 4. Procedure and Warning Sign; 5. Training and Monitoring; 6. PPE to reduce the hazards/risk value into the acceptance level.	Medco Power has integrated the Health, Safety and Environmental aspects into the HSE Card program which allows worker to conduct hazards observation, report the hazards/risk and take the action. HSE card is available in manual and application in IOS and Android and all reports will be collected in webbased dashboard for further analysis and assessment by HSE team. Minor corrective actions can be taken immediately after the report is received while more complex corrective actions will be reported to relevant parties for appropriate analysis and recommendations. Referring to HIRADC in hazard management, Medco Power review the existing hazard control and if the hazards/risk value are still high then Medco Power will add additional method of control as follows: 1. Elimination; 2. Substitution; 3. Engineering; 4. Procedure and Warning Sign; 5. Training and Monitoring; 6. PPE to reduce the hazards/risk value into the acceptance level.	Medco Power has integrated the Health - Safety - Environmental aspects into the HSE Card program which allow worker to conduct hazards observation, report the hazards/risk, and take the action. HSE card is available in manual and application in IOS and Android and all reports will be collected in web-based dashboard to further analysis and assessment by HSE. Minor corrective actions can be taken immediately after the report is received while more complex corrective actions will be reported to relevant parties for appropriate analysis and recommendations. Refer to HIRADC in hazard management, Medco Power review the existing hazard control and if the hazards/risk value is still high then Medco Power will add additional method of control as follows: 1. Elimination; 2. Substitution; 3. Isolation; 4. Procedure and Warning Sign; 5. Training and Monitoring; 6. PPE to reduce the hazards/risk value into the acceptance level.

GRI Standard Number	GRI Standard Title	Disclosure Title	Individual Disclosure Item	Disclosure	Type of Entity	2020	2021	2022
			Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked		Oil & Gas	The rates of fatalities, high-consequence work-related injuries (excluding fatalities) and recordable work-related injuries are calculated based on 1,000,000 hours worked.		
					Power			
			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			
			Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used			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)/man hour x 1,000,000 The rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 work hours = [Number of high-consequence injuries (excluding fatalities)]/man hour x 1,000,000 The rate of recordable work-related injuries per 1,000,000 work hours = (Number of recordable injuries)/man hour x 1,000,000		
					Oil & Gas	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	Medco Power's safety statistics are calculated from subsidiaries according to incident/ accident investigation and reporting procedure (A800/C01/SOPR010014), which complies with the Indonesian Government Regulation (Minister of Manpower Regulation Number 03/MEN/98 regarding Procedure in Reporting and Investigating Occupational Accident and Ministry of Manpower and Transmigration Regulation Number PER.01/MEN/1981 regarding Obligation to Report Occupational Illness) and Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.		

GRI Index

Statement of use	MedcoEnergi has reported in accordance with the GRI Standards for the period 1 January 2022–31 December 2022.
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	16				
	2-2 Entities included in the organization's sustainability reporting	GRI Performance Data page 1				
	2-3 Reporting period, frequency and contact point	2				
	2-4 Restatements of information	2				
	2-5 External assurance	2				
	2-6 Activities, value chain and other business relationships	16-17				
	2-7 Employees	125, GRI Performance Data page 26-27				
	2-8 Workers who are not employees	Omitted	2-8	Information unavailable/ incomplete	Workers who are not employees and whose work is controlled by the organization include agency workers, apprentices, contractors, home workers, interns, self-employed persons, sub-contractors, and volunteers. These are outside our scope of limited assurance.	
	2-9 Governance structure and composition	41-42				
	2-10 Nomination and selection of the highest governance body	41-42				
	2-11 Chair of the highest governance body	41-42				
	2-12 Role of the highest governance body in overseeing the management of impacts	41				
	2-13 Delegation of responsibility for managing impacts	41-42				
	2-14 Role of the highest governance body in sustainability reporting	41				

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

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

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

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

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(S) Omitted	Reason	Explanation	
	205-2 Communication and training about anti-corruption policies and procedures	46-47, GRI Performance Data page 2-3				11.20.2 (Anti Corruption)
	205-3 Confirmed incidents of corruption and actions taken	48-49				11.20.3 (Anti Corruption)
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Omitted	206-1	Not applicable		11.19.2 (Anti Competitive Behavior)
Transparency						
GRI 3: Material Topics 2021	3-3 Management of material topics	2, 39, 51				None
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	24				11.21.2 (Payments to governments)
	201-2 Financial implications and other risks and opportunities due to climate change	85-89				11.2.2 (Climate adaptation, resilience, and transition)
	201-4 Financial assistance received from government	MedcoEnergi 2019 Sustainability Report Chapter 5 Strengthening Our Governance page 28. We report the disclosure of financial assistance received from government under this GRI 201-4 through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The bi-annual reports are accessible through the EITI website at https://eiti.org/sites/default/files/2022-07/Report%20of%20EITI%20Indonesia%202019%20-%202020.pdf				11.21.3 (Payments to governments)
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	32-34				None
	412-1 Operations that have been subject to human rights reviews or impact assessments	32, GRI Performance Data page 4				None
	412-2 Employee training on human rights policies or procedures	34, GRI Performance Data page 4				None
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	23, GRI Performance Data page 4				None

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(S) Omitted	Reason	Explanation	
Political and Regulatory Environment						
GRI 3: Material Topics 2021	3-3 Management of material topics	67				None
GRI 207: Tax 2019	207-1 Approach to tax	Omitted	207-1	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.4 (Payments to Governments)
	207-2 Tax governance, control, and risk management	Omitted	207-2	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.5 (Payments to Governments)
	207-3 Stakeholder engagement and management of concerns related to tax	Omitted	207-3	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.6 (Payments to Governments)
	207-4 Country-by-country reporting	Omitted	207-4	Information unavailable/ incomplete	Information is currently not available. However, we comply with the government's tax regulations.	11.21.7 (Payments to Governments)
GRI 415: Public Policy 2016	415-1 Political contributions	56, GRI Performance Data page 4				11.22.2 (Public Policy)
GRI Topic 11.21 Payments to Government	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: • volumes and types of oil and gas purchased; • full names of the buying entity and the recipient of the payment; • payments made for the purchase	MedcoEnergi 2019 Sustainability Report Chapter 5 Strengthening Our Governance page 28. We report the disclosure of Payments to Government under this GRI 11.21 through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The bi-annual reports are accessible through the EITI website at https://eiti.org/sites/default/files/2022-07/Report%20of%20EITI%20Indonesia%202019%20-%202020.pdf				11.21.8 (Payments to Governments)
Environmental Impacts of Products and Services (including production)						
GRI 3: Material Topics 2021	3-3 Management of material topics	64-66				None
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Omitted	416-1	Information unavailable/ incomplete		11.3.3 (Air Emission)

GRI Standard/ Other Source	Disclosure	Location	Omission			GRI Sector Standard Ref. No.
			Requirement(S) Omitted	Reason	Explanation	
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	MedcoEnergi 2019 Sustainability Report Chapter 5 Strengthening Our Governance page 28. We report the disclosure of Abandonment Site & Restoration under this GRI 11.7.6 Closure and Rehabilitation through the Extractive Industry Transparency Initiatives coordinated by the Government of Indonesia's Coordinating Ministry for Economic Affairs. The bi-annual reports are accessible through the EITI website at https://eiti.org/sites/default/files/2022-07/Report%20of%20EITI%20Indonesia%202019%20-%202020.pdf				11.7.6 (Closure and Rehabilitation)
GRI Topic 11.8 Asset Integrity and Critical Incident Management	11.8.3 Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity (e.g., exploration, development, production, closure and rehabilitation, refining, processing, transportation, storage)	142				11.8.3 (Asset Integrity and Critical Incident Management)
Access to Natural Resources						
GRI 3: Material Topics 2021	3-3 Management of material topics	78-79, 104-106				None
GRI Topic 11.16 Land and resource rights	11.16.1 - Describe the approach to engaging with affected vulnerable groups, including: - how the organization seeks to ensure engagement is meaningful; - how the organization seeks to ensure safe and equitable gender participation. - Describe the approach to providing remediation to local communities or individuals subject to involuntary resettlement, such as the process for establishing compensation for loss of assets or other assistance to improve or restore standards of living or livelihoods	105				11.16.1 (Land and Resource Rights)

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

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

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

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2022 GRI Performance Data

REACHING NEW HEIGHTS

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